

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

AUGUST 1958



HISTORIC STEP TAKEN BY TRANSPORT UNIONS

Service to Members, Stability in Industry
Top Aims of Newly Established Conference

(Special Report Inside)

Teamsters Salute . . .

WASHINGTON



WASHINGTON, "The Evergreen State," was first explored by Spaniards in 1775. British seamen touched on the western shores around 1790, but Lewis and Clark did the first overland exploring and mapping, arriving at the mouth of the Columbia in 1805.

British and Americans jointly occupied the area from 1818 to 1846 ("54-40 or Fight!"), when it became part of the Oregon Territory. It became a separate Washington Territory in 1852, was admitted as the 42nd state on November 11, 1889. The new state's seal was designed by a jeweler in the state capital, Olympia, who drew a circle around an ink bottle, an inner circle around a silver dollar, then pasted a postage stamp likeness of Washington in the center. In 1950 the state ranked 23rd with 2,378,963 population and is 19th in size with 68,192 square miles.

Washington ranks first in available water power. The Columbia, second-ranking U. S. river, contains a third of the U. S. potential. Grand Coulee Dam, greatest man-made masonry structure, greatest power producer in the world, creates a waterfall twice Niagara's height. There are 75 important dams in the state. Wynooche logs the greatest U. S. rainfall, averaging 141 inches annually.

The state's wheat crop is fifth-ranking; three counties lead all U. S. counties in production. The state is the No. 1 apple producer, accounting for a fourth to a third of the nation's apples. It leads in hops and dry peas, is first in wood pulp and aluminum; third in lumber (it produces a third of U. S. plywood); fourth in canned fish (Seattle has world's largest halibut fleet). Half the state's area is timberland; the ponderosa pine is the leading commercial tree. Mining, aircraft production and the tourist industry (\$700 million annually) are important.

Trucking is one of the state's most important modes of transport with 205,000 trucks registered and 50,153 Teamster members. Good roads serve them and the tourists who enjoy the scenic and recreational aspects of this northwesternmost state.

Washington's expansion and development, already great, has not begun to touch its potential. THE INTERNATIONAL TEAMSTER salutes this awakening giant among the states!



THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

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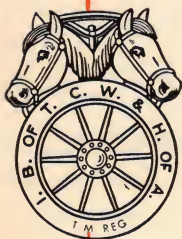
CONTENTS

August, 1958

Historic Step in Transport	3
House Committee Urged Conference	6
Board Upholds Membership Appeals	7
Trusteeships to Go by End of '58	11
City Mourns Teamster Hero	12
Support Pledged to World's Free Unions	13
National Sears Council Formed	15
New Era in Health Care	16
Mover by Day, Artist by Night	21
Danger in the Night	22
One of Rarest Firms in World	27

THE COVER • ILA's William Bradley, IBT's Jimmy Hoffa, NMU's Joe Curran (left to right), after signing Conference on Transportation Unity pact. Story begins Page 3.

17  17



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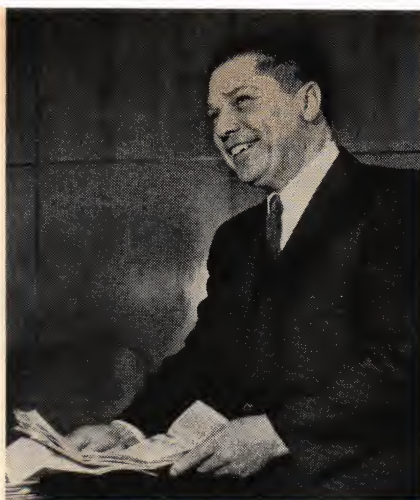
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Message from the General President

Free Unions and The Free World



IN LATE JULY, a six-man delegation from the Teamsters Union attended a meeting of the International Transport Workers Federation in Amsterdam.

At this meeting, we pledged our full support to the ITF in its fight for free trade unions and the betterment of conditions for workers throughout the world.

This fight comes at a crucial time in world history. The world of Asia, Africa, and the ocean islands is awakening. Men everywhere are rising up to throw off the bonds of poverty and ignorance, of economic and political servitude. Free trade unions must lead this fight. They must continue to grow in strength and dedication to this task.

It is this very awakening in the hearts of workers that Communism has exploited. Yet the promises which Communism holds out to them are empty promises. Free trade unions have only one objective: to help the worker become a man of dignity and freedom. Communist unions have a different objective: to use the worker as the tool of his own enslavement.

The position of your officers on the Communist question is well-known. We stand militantly opposed to Communism as the most reactionary force ever to mislead the worker. We believe that the strength of Communist unions can be dispelled only by strong and effective action by the free trade unions of the world.

We pledged to the ITF that we would support this goal to the limit of our abilities. We pledged that America's new Conference on Transportation Unity would be a strong force in this fight for freedom. Assuring powerful anti-Communist strength and leadership in America's transport industry, we promised the ITF that one of our main objectives would be to lend the free trade unions of the world a helping hand in our ports and on our docks.

If Communist unions ever gain the position to exercise influence in the transport lanes of the world, the free world will have suffered a staggering blow. The International Brotherhood of Teamsters stands prepared to fight this eventuality to the fullest. That is why we were present at the Amsterdam meeting—to offer our help to the world's free transport unions.

Just as cooperation is essential at home, so it is abroad. Just as Hungary's free trade unions led the ill-fated revolt and wrote a proud chapter in the story of freedom, so shall the rest of the world's free unions continue to stand in the forefront of the fight against tyranny in any form.

But Communism is not the only enslaver. So is poverty. We also pledged to the ITF our fullest support in the efforts of these free transport unions to achieve a full measure of human dignity and economic security for workers all over the world.

Several months ago, we contributed \$5,000 to the ITF to support a strike of London's bus workers. This was a strike in which all unions had a stake. A defeat for this union would have hindered the efforts of all unions to build a better life for their membership. But the strike was won.

Men everywhere have the same dread of poverty and insecurity. If the free world, and the world's free trade unions, fail to alleviate the problems of workers in an awakening world, they will listen to the empty promises of Communism. This must not happen. This is why we are pledged to support the ITF.

State of the Union



Call for Conference of Unions

Historic Step in Transport

THIS month, unions engaged in land, sea and air transportation will meet in Washington to form a historic Conference on Transportation Unity.

Growing out of a series of talks between trucking, dock and seamen's unions over the past several months, the Conference was formalized in July when representatives of the Teamsters, the National Maritime Union and the International Longshoremen's Association signed a pact calling for a "continuous and permanent" organization in the transport field.

The pact stipulated that the Conference "shall be open to all Unions in the transportation industry," for the purpose of "discussing and settling

jurisdictional disputes, matters of mutual concern, and matters affecting progress and stability in the transportation industry."

Signers

Teamster President James R. Hoffa, NMU President Joseph Curran, and ILA President William V. Bradley were the original signatories to the pact, along with IBT Vice President John O'Rourke, ILA Vice President Patrick Connolly, and NMU Secretary-Treasurer John B. McDougall.

Paul Hall, secretary-treasurer of the Seafarers' International Union, declared that he looked upon the pact "with great favor."

"There are problems that relate themselves to all forms of transporta-

tion," President Hoffa said. "This is a conference which would provide a medium for discussion and possible solution of problems affecting the stability of the entire transportation industry."

Hoffa, Curran and Bradley pointed out that such a conference would parallel the structure of the Building Trades Council for construction unions.

"We cannot emphasize strongly enough that the CTU is not a 'super-

PHOTO (left to right) front row, ILA's Bradley, IBT's Hoffa, NMU's Curran. Back row, ILA's Patrick Connolly, IBT's John O'Rourke and Harold Gibbons, NMU's John McDougall.

State of the Union

union' as some critics have said, or a 'federation' to rival any existing group or organization. It is simply an attempt to meet intelligently a long-standing problem in American transport of all kinds," the three signators made clear.

Hoffa pointed out that "America has long struggled with the problem of a constructive national transportation policy. Land, sea and air transportation management, and the unions involved, have existed on a dog-eat-dog basis for too many years. It is our belief that a Conference of union leaders intimately involved in these problems will go a long way toward eliminating friction, disruption of service, destructive competitive unionism, and 'whipsaw'." (This is the practice in which one union tries to outdo another union for purposes other than the welfare of the membership, and without considering the condition of the industry.)

End Work Stoppages

"If we can solve jurisdiction problems, and I think we can, it will end the problem of work stoppages in the industry, and guarantee continuity of service," Hoffa declared.

"We hope eventually to get all unions in land, sea and air transportation together to discuss our mutual problems. Out of this may come, at

Canadian Labor Backs Drive

The Canadian Labour Congress has given full backing to a joint organizing campaign by transportation unions in Canada.

A mid-July meeting of representatives of the Teamsters, ILA and NMU in Montreal received assurances of Canadian Labour Congress support in one of the biggest organizational drives in Canadian labor history.

The meeting was one of a series between trucking, dock, and seamen's unions which laid the foundation for the Conference on Transportation Unity. It followed the signing of the CTU pact by one week.

Vice President Thomas E. Flynn, chairman of the Eastern Conference of Teamsters, and Canadian representative I. M. Dodds were present for the Teamsters. Captain William V. Bradley, ILA President, and John Mc-

Dougall, NMU Secretary-Treasurer, also participated.

The joint agreement on Canadian organizing, designed to prevent jurisdictional and other problems, was hailed as an encouraging development for both industry and labor in forthcoming organizing drives along the St. Lawrence Seaway.

In essence, the agreement put into practice some of the objectives of the Conference on Transportation Unity and proved what could be accomplished by mutual agreements.

Following the meeting, William Dodge, Canadian Labour Congress official, said the unions would get the full support of the CLC and that a meeting would be called of the other unions shortly in order to seek broader cooperation. The CLC is the Canadian counterpart of the AFL-CIO.

some time in the future, the basis for a sound national transportation policy, which this country needs badly at this time."

Asked at a press conference whether the organization was intended as a rival to the AFL-CIO, Hoffa asserted: "Absolutely not. It is not now, nor is it intended to be in the future."

NMU President Curran, who is an AFL-CIO Vice President, told re-

porters: "If it was, I would not be participating in it. As I said before, I participate because I believe that organizations which have experiences common to each other must work together to establish stability and work out problems which affect them all."

The pact provides that each International or National Union shall designate three members as its representative to the Conference.

President Hoffa Tells How Conference Will



"Unions in the transportation industry have many mutual problems and common interests. By sitting down together, we can help solve these problems in the best interests of our respective memberships."



"If we can solve jurisdictional problems and coordinate bargaining goals, thus eliminating 'whipsaw,' industry will be assured of continuity of service and unprecedented stability."



"We can't say right now what specific decisions the Conference on Transportation Unity will make. All questions will be decided by the Conference. That's what it's for."



Hoffa, Curran, and Bradley announce CTU at press conference in Teamster headquarters.

Hoffa Peacemaker in ILA-Seafarers Feud

In another move designed to benefit both workers and industry in the maritime field, President Hoffa engineered a peace pact between the long-feuding Seafarers International Union, AFL-CIO, and the independent International Longshoremen's Association.

Paul Hall, Secretary-Treasurer of the Seafarers, and Capt. William V.

Bradley, ILA President, agreed to a cessation of hostilities at a New York meeting. Teamster Vice President John J. O'Rourke represented Hoffa.

Hall gave assurances that the SIU would no longer back elections designed to unseat the ILA as bargaining agent for longshoremen in the New York port. The SIU had been

the principal supporter of the AFL-CIO International Brotherhood of Longshoremen, rival to the ILA. The ILA defeated the IBL in three representation elections.

The agreement between the SIU and the ILA climaxed a series of meetings between the two groups, with Hoffa as mediator.

Benefit Both Transport Labor and Industry



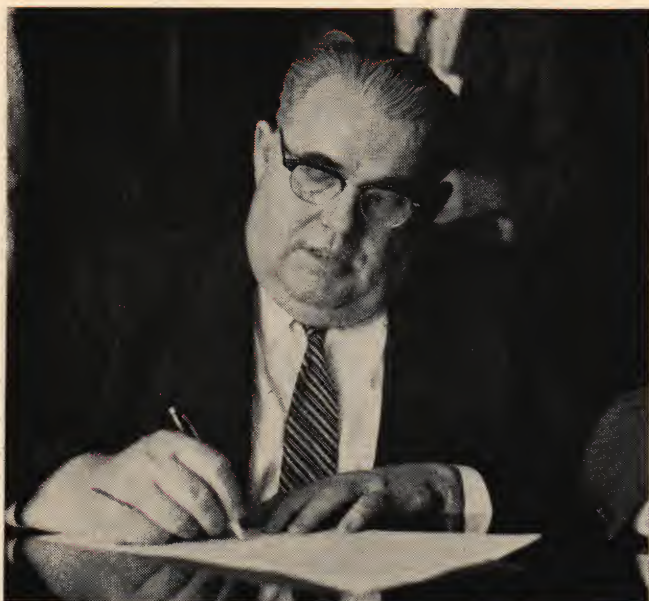
"The Teamster record in helping to stabilize the trucking industry is unquestioned. Ask the trucking employers. If all transport unions can solve their problems, stability can be achieved in the entire industry."



"I believe there are some 50 unions involved in the transportation field. We don't expect them all to take part right away. But when they see what good the CTU can do, we think they'll eventually participate."



"This conference does not rival any existing organization. It is set up to solve common problems in the industry. Everybody knows that the only way to solve such problems is to talk about them man-to-man."



ILA President William V. Bradley (left) and NMU President Joseph Curran (right), shown signing Conference on Transportation Unity pact.

House Committee Urged Conference

Political representatives of big business went to the wailing wall again when formation of the CTU was announced. Senators Curtis and Mundt were worried about whether the CTU is "good for our economy," without specifying whom they meant by "our." Newspapers and magazines did their best for their advertisers by condemning the move. Probably most inane was the comment by McClellan Committee Counsel Robert F. Kennedy, who said the CTU was "far, far more dangerous to the U.S. and its economy than all the Mafia and secret criminal organizations combined."

Step Urged in 1956

The fact is that a Committee of the U.S. Congress recommended a conference such as the CTU in 1956.

The Bonner Committee of the House of Representatives, set up to study labor-management relations in the maritime industry, urged that the labor movement "exert all possible and proper influence to work out a unified labor approach on the part of the seagoing unions."

The 1956 report recommended that "the Maritime Administrator should call a conference of leaders of both offshore and onshore labor and management in the ocean-going segment of the maritime industry." Among the objectives of such a conference

Chairman Bonner Agrees

Rep. Herbert C. Bonner (Dem., N. C.), who heads the House Merchant Marine Committee, has verified his committee's feelings about the recent series of maritime, dock, and truck union conferences.

He told the *Wall Street Journal* that his committee's report did envision such meetings to solve the tangled jurisdictional labor lines in the industry. It was the panel's thought, he said, that such collaboration "would be good and healthy."

The *Journal* quoted "a high-ranking Republican member of the committee" as saying the IBT was on "firm ground" in asserting such meetings were carrying out the panel's recommendations.

"What we wanted them (the unions) to do," he said, "was to get together to untangle the mess so the unions, the industry and the public would benefit."

would be the "eventual establishment of common termination dates for collective bargaining agreements in the industry."

Maritime Question

It asserted that "maritime union leaders should make a renewed effort to adjust their differences . . . The Committee gathered the impression that no insurmountable obstacle lies in the way of a conference or a series of conferences . . . in which discussions of issues might lead to more temperate labor relations in the industry. The Committee feels that such an effort could be extremely productive."

The Committee further stated that

"union leaders . . . have it within their power to strengthen the merchant marine not at the sacrifice of their membership, but by providing stability, certainty, and continuity of service. A sound American merchant marine can exist and thrive with the united help of responsible union leaders, enlightened management, and intelligent Government assistance."

Same Objectives

These are the same objectives—stability, continuity of service, settlement of jurisdictional disputes, and coordinated bargaining policies—which the Conference on Transportation Unity seeks to attain.

Reverses Rank-and-File Suspensions

Board Upholds Membership Appeals

All rank-and-file suspensions appealed to the General Executive Board were reversed, and the members reinstated, as the IBT officers and vice presidents held their quarterly meeting in early July in Washington.

The Board has reversed 10 out of 14 local union or joint council decisions appealed to it since taking office last January.

By action of the Executive Board, nine members and one officer were ordered reinstated after they appealed suspensions. The four cases upheld by the Board did not involve suspensions.

President Hoffa asserted the appeals were handled routinely in accordance with the Teamster Constitution, under which a member first appeals to his Joint Council, and then to the International Union.

Hearing Procedure

When appeals are made to the International Union, Hoffa said, the International appoints a hearing board which travels to the locality involved to hear in person all parties to the dispute. The hearing board then makes its recommendations to the General Executive Board.

Hoffa said that "on all rank-and-file appeals, action by the International will begin within two weeks."

Hoffa emphasized that these actions were taken by the IBT independently of the Board of Monitors. In addition, he said, the Monitors have been invited to assign a representative to all future panels hearing appeals cases "so that they and the public may be assured that this union functions democratically in accord with our Constitution, and in the best interests of our rank-and-file membership."

He declared that "it is our duty under the Teamster Constitution to see to it that every member gets a fair deal on his complaints, and that the rights of the individual member and the welfare of the entire organization are protected."

The General Executive Board also reaffirmed the unions' policy of co-operation with other International Unions wherever possible. President



Teamster Executive Board as session opened.

Hoffa announced that pacts with the Office Employees International Union, AFL-CIO, the Retail Clerks International Association, AFL-CIO, and the International Union of United Brew-

ery Workers, AFL-CIO, are expected to be formalized soon.

(See June, 1958, TEAMSTER).

The Board upheld the report of a special three-man panel which investigated a disputed election in Joint Council 13, St. Louis. The votes cast by Local 447, Carnival and Allied Workers, had been disputed. The panel found that Local 447 was a duly affiliated member of Joint Council 13 and that its votes were valid. The Board ruled that the following officers were elected: Harold J. Gibbons, president; Edwin D. Dorsey, vice-president; Patrick J. Burke, secretary-treasurer; Robert Lewis, recording secretary; Peter Kunkel and Leslie Dickens, trustees. A tie for the third trustee position between Dale Ferris and William Frenger will be settled in a run-off election.

'Hot' Cargo

A Denver Teamster has filed a grievance against handling certain cargo from one of his employer's customers.

Why? Well, the cargo is poisonous rattlesnakes, destined for a snake ranch in the area. Seems the driver can't keep his eyes on the road—keeps looking back every time he hits a bump to make sure the 'hot' cargo hasn't moved.

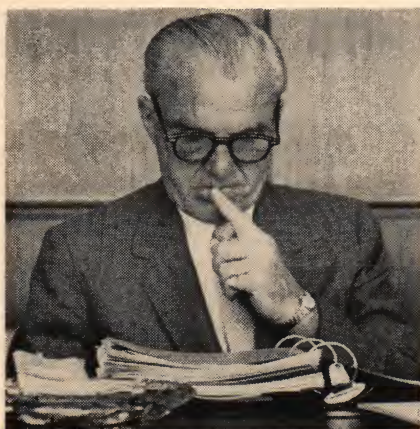
General Executive Board in Session

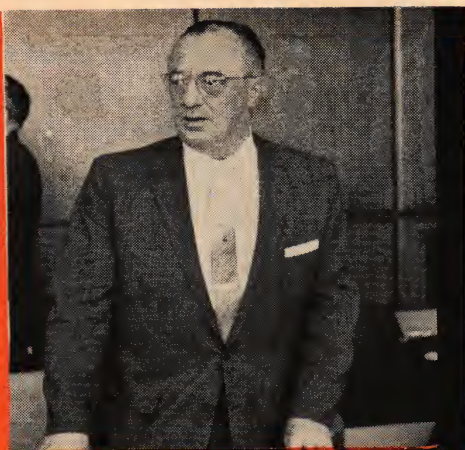
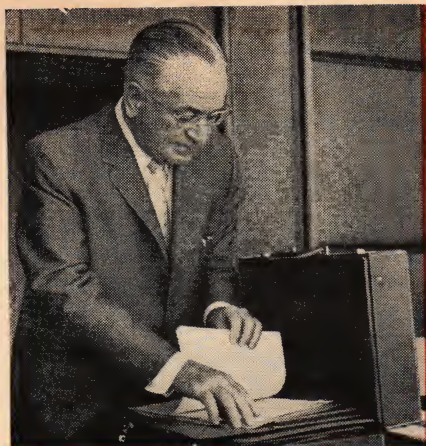


President Hoffa weighs committee report, with Executive Assistant Harold J. Gibbons at left, and Secretary-Treasurer John F. English at right. In foreground (back to camera) is Vice President Murray W. Miller.

Shown on these pages are the Teamster Vice Presidents as they met in July Executive Board meeting to formulate International Union policy.

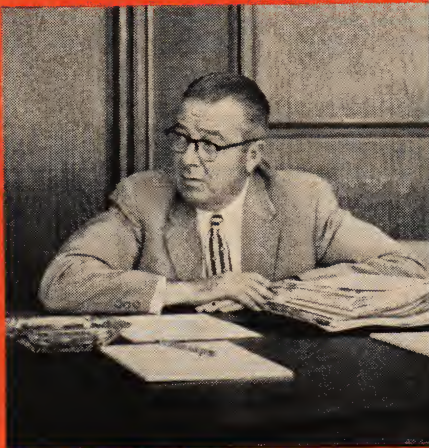
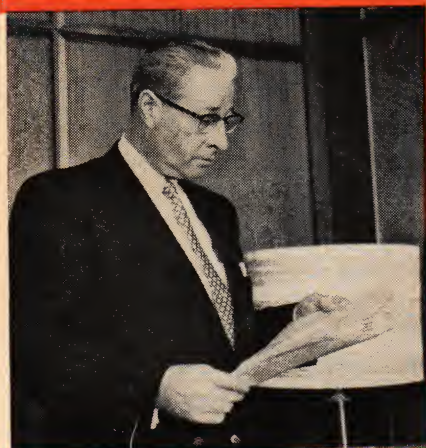
Vice Presidents voice opinions, study proposals as meeting progresses. Right: Thomas E. Flynn of Washington, Eastern Conference chairman. Below, left to right: John O'Rourke of New York, John J. Conlin of Hoboken, N. J., Owen B. Brennan (standing) of Detroit.





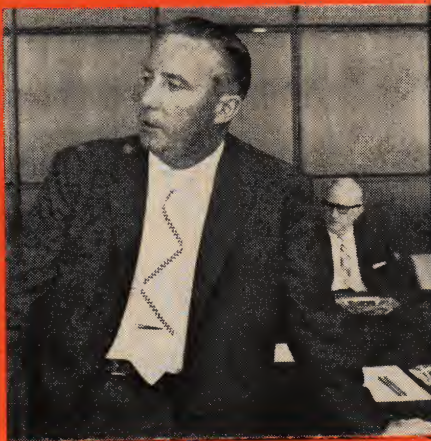
Left: John B. Backhus, Philadelphia.

Right: Harry Travis, Pittsburgh.



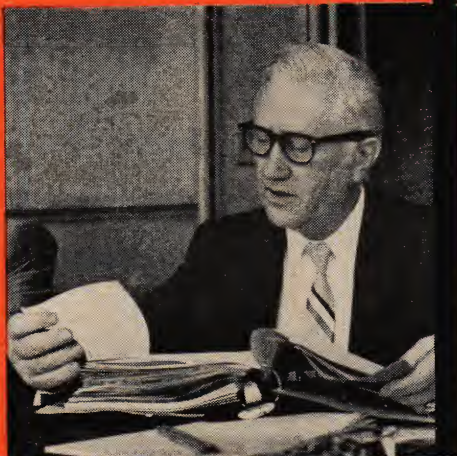
Left: Joseph J. Diviny, San Francisco.

Right: Einar O. Mohn, San Francisco, Western Conference Chairman.



Left: George Mock, Sacramento.

Right: Murray W. Miller, Dallas, Southern Conference Chairman.



Left: John T. O'Brien, Chicago.

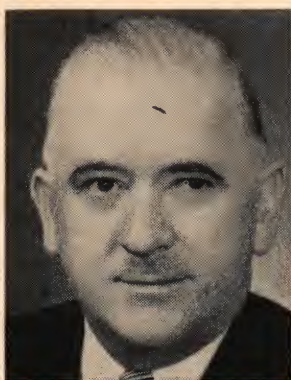
Right: Gordon Conklin, St. Paul.

Panels Named to Study Locals In Philadelphia, Oklahoma City

The General Executive Board approved action by President Hoffa in establishing a three-man board of inquiry to study allegations made against Local 107 in Philadelphia.

In another action, a similar board was named to investigate the causes of dissension in Local 886 in Oklahoma City.

In a departure from past IBT policy, a public figure was named to the Philadelphia board—F. Joseph Donohue, former commissioner of the District of Columbia. Purpose



F. Joseph Donohue

of the appointment, Hoffa said, was so that "everyone will know it is an objective hearing, and no one will be able to criticize the board's findings."

Hoffa made it clear that appointment of the Philadelphia hearing board was not to be taken as acceptance of charges made by the McClellan Committee.

"We intend to find out the actual facts, not for publicity purposes, but for the benefit of the membership," Hoffa said. The board was established at the request of Ray Cohen, Local 107 secretary-treasurer, and other members of the local's executive board.

Hoffa said that, to date, the International Union has received only seven complaints from the 14,000-member local, none of them raising specific charges, but instead vague complaints based upon McClellan Committee allegations.

Named to the Oklahoma City panel were IBT Vice Presidents Murray W. Miller, chairman of the Southern Conference; Owen B. Brennan of Detroit; and John T. O'Brien of Chicago.

Hoffa declared that "there appears to be considerable internal dissension in Local 886. We believe it is in the best interests of the welfare of the membership and of our organization that we investigate the affairs of this local to determine what, if any, action should be taken."

East, West Coast Dockers Urged to Discuss Problems

An effort will be made to bring East Coast and West Coast longshoremen's unions together to reach a common policy on new techniques in the shipping industry, President Hoffa has announced.

He said he has invited Harry Bridges, president of the West Coast ILWU, to an August 14 meeting in Washington with leaders of the East Coast ILA.

Hoffa pointed out the requested meeting was in line with the 1956 Bonner Committee report to Congress (see Page 6).

"At stake," he said in his letter to Bridges, "is not only the immediate welfare of our memberships, but the continued prosperity of the industry." Such a meeting, he said "would be most beneficial if we are to avoid work stoppages, jurisdictional disputes, and ruinous inter-port competition."

Hoffa pointed out that "technological advances in the

maritime industry affecting longshore, trucking and warehousing operations are reaching the point" where mutual discussion is necessary. He cited the use of trailer-ships, increased use of containers, the increase in palletizing, and the use of port hatches.

He said that "because the Teamsters deal with the longshore unions on both the East and West Coasts, we are in a unique position to bring these two unions together to seek a constructive solution to the labor-management problems in the industry."

The ILWU-ILA meeting would be another in a series designed to benefit both unions and management in the maritime industry.

Gordon L. Shryock, Veteran Tulsa Teamster Leader, Dead at Age 54

Gordon L. Shryock, 54, veteran Tulsa Teamster leader, died July 10 in Biloxi, Miss. He had been in ill health for some time.

Shryock, secretary-treasurer of Teamsters Local 523, organized 13 milk drivers in 1934 and applied for a Teamster charter. This original group, under Shryock's leadership, grew into one of the strongest Teamster locals in the Southwest. He was the only original charter member remaining in the local.



Gordon L. Shryock

In one of the local's earliest fights, a 1935 strike against a Tulsa dairy, Shryock was responsible for a unique development in union organizing. The company hired strikebreakers, and Shryock organized the strikebreakers, thus breaking the company's resistance.

The first office of the local was in the home of Shryock's parents. In 1936, the local was given a general charter to organize in the Teamster jurisdiction, and

Local 523 organized such industries as freight, wholesale grocery, building materials, construction, bakery, car haulers, petroleum, and others. The local now has contracts with more than 300 companies in the Tulsa area.

The local practices no segregation and has a firm policy of equal rights and pay for all, regardless of race, creed or sex.

In 1945, Shryock was selected to serve on the Regional War Labor Board, and in 1949 he was appointed to the Advisory Council of the Oklahoma State Employment Security Commission by the Governor. In 1950 he was commissioned Honorary Colonel by the State of Oklahoma. He also served as a member of the Regional Wage Stabilization Board, and the Labor-Management Committee for Defense Manpower in the Tulsa area.

Teamster Lawyers to Meet

Some 100 lawyers representing Teamster organizations will hold their annual meeting Aug. 18 to 21 at the Biltmore Hotel, Santa Barbara, Calif. Among the guest speakers will be Jesse W. Carter, Justice of the California Supreme Court; Edgar A. Jones, Assistant Dean of the University of California Law School; and Paul St. Sure, President, Pacific Maritime Assn.

Board Meets With Monitors

Most Trusteeships to Go By End of '58

Virtually all local union trusteeships will be terminated by the end of 1958, President Hoffa announced following the General Executive Board meeting.

Only in a few instances where membership welfare requires trusteeship for a longer period will it be retained, he said.

The 54 remaining trusteeships "have generally been in effect long enough now to correct conditions which led to trusteeship originally. There are still some locals whose financial condition or newly-organized status will necessitate continuation of trusteeship for a longer period, but we anticipate that virtually all will be restored to autonomy by the end of the year," he said.

A total of 13 of the 54 remaining trusteeship locals will be restored to autonomy in the near future, Hoffa said. They are Local 16, Grand Junction, Colo.; Local 55, Asheville, N. C.; Local 222, Salt Lake City; Local 245, Springfield, Mo.; Local 247, Detroit; Local 256, San Francisco; Local 295, New York; Local 390, Miami; Local 391, Greensboro, N. C.; Local 413, Columbus, O.; Local 506, Auburn, N. Y.; Local 612, Birmingham, Ala.; and Local 955, Kansas City.

This will bring to 62 the total number of trusteeships removed in the past eight months.

The General Executive Board reviewed trusteeships and other questions in a joint session with the three-man Board of Monitors. The IBT reaffirmed its policy of full cooperation with the Monitors.

The Monitors had asked delay in a scheduled election in Local 245,

Springfield, Mo., until the question of procedure on removing locals from trusteeship could be clarified.

The Monitors advocated a single, mass membership meeting for nomination of officers. Local 245 had nominated in a series of meetings in various communities covered by its jurisdiction, and the International Union expressed the belief that the latter was more democratic and afforded better opportunity for widespread participation.

"However, our sole interest is rank-and-file satisfaction with nominating and electing procedures," Hoffa said, "so we agreed to go along with the Monitors' request and await further discussion on the best manner of proceeding."

Another problem arising in some

trusteeship locals is the constitutional requirement that, to be eligible for office, a member must have paid his dues by the first day of the month for the preceding 24 months. In some cases of dues checkoff, the employer has remitted the dues following the first day of the month. However, Hoffa said, the union is agreeable to devising some method of meeting this problem in locals where it exists.

Monitor Chairman Martin F. O'Donoghue agreed that the union has been fully cooperative in its relations with the Board of Monitors.

Monitor Address

Martin F. O'Donoghue, chairman of the Board of Monitors, has offices at 831 Tower Building, Washington 5, D. C.



Above, Monitor Chairman Martin F. O'Donoghue discusses point with Executive Board. At left is L. N. D. Wells, at right Godfrey P. Schmidt. Below, view shows Monitors meeting with Executive Board.



Died to Save Mother, Baby

City Mourns Teamster Hero

"Milwaukee is proud to have had your husband as a citizen." That's what the chief of police told 22-year-old Mrs. Myrna Cramer.

Mrs. Cramer, expecting her second child, wept. Her husband, Carl, 25, was dead in what the police chief called "a great act of heroism."

Cramer, a steward in Teamsters Local 257, was operating a coal crane beside the Menominee River last month. He glanced at the high bridge as a despondent woman hurled her three-year-old daughter into the river, then jumped in after her.

Cramer leaped out of the cab of his overhead coal unloader. He dashed along a series of catwalks, down a 35-foot ladder to the river's edge, and plunged in.

He reached the mother and baby and held them afloat until more help arrived. But then, exhausted, he let out one cry for help, slipped away from the rescuers and disappeared beneath the surface. He was dead when they found him.

Three-Year-Old Daughter

At home, his own three-year-old daughter only knew that her daddy was a hero.

He received a hero's funeral. The Police Department provided an official police escort, although such escorts for "ordinary citizens" are most unusual. And the Department awarded him a posthumous citation which said in part: "The bravery and courage which Carl Cramer demonstrated . . . is recognized . . . as an outstanding act in the service of humanity."

At the funeral, his pastor said: "The little girl and her distraught mother were not friends of Carl. He never knew them, but they will never forget him."

The tribute he received was unmatched in Milwaukee's history. News bulletins interrupted radio and TV programs to tell of his deed. Spontaneous fund drives began almost immediately. "Contribute to the Carl Cramer Fund" was the appeal of a half-dozen drives.

Joseph Caminiti, secretary-treasurer of Cramer's Local 257, started a fund, headed by the union's 50 stewards who asked for voluntary contri-



Mrs. Carl Cramer receives a citation from the Milwaukee Police Department honoring her husband for his hero's death. Cramer, 25, a member of Local 257, drowned after rescuing a mother and her baby from the Menominee River. At right is Police Chief Howard O. Johnson, with Detective Inspector Rudolph Glaser in center.

—Milwaukee Journal photo.

butions from among the local's 1,900 members. The *Wisconsin Teamster* carried an appeal for funds to the state's 35,000 Teamsters. Other Teamster locals donated, and so did other unions. Inside of two weeks, the various "Carl Cramer Funds" amounted to more than \$15,000.

Cramer enlisted in the Marines when he was 17 and saw combat action in Korea with the Second Marine

Division, where he won a battlefield promotion to Master Sergeant. Following his discharge in 1954, he was employed for two years as a yard worker at Delta Oil Co., and 18 months ago went to work for the North Western-Hanna Fuel Co. as a coal screen plant operator.

Two months before his death, he was selected to represent his co-workers as a union steward.

Political Action Committee

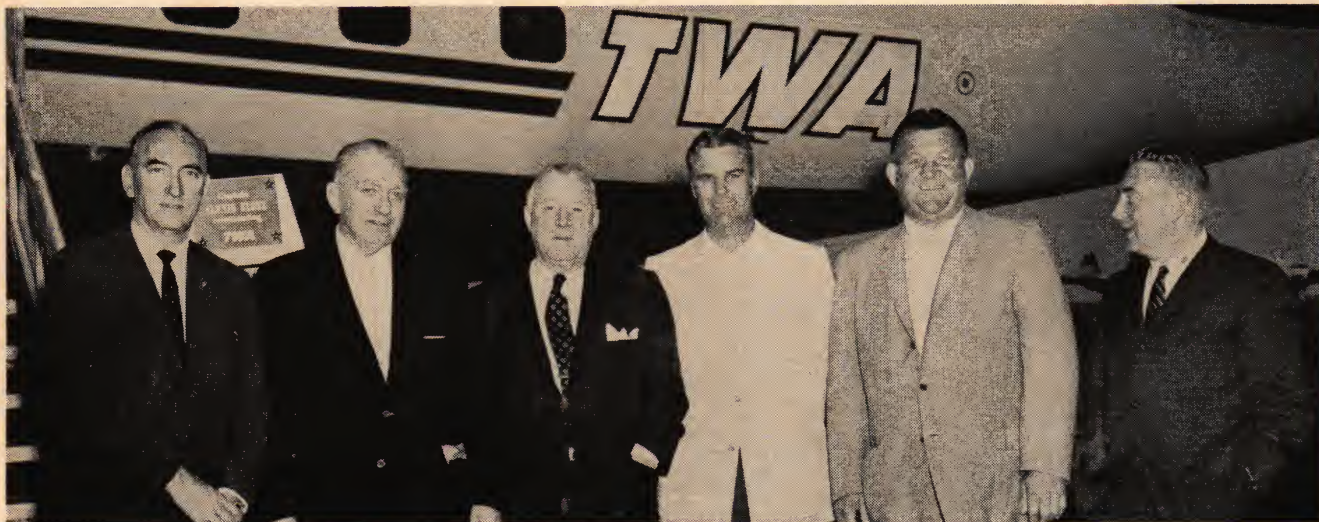
Teamsters and Laborers in Nebraska and Western Iowa have formed a joint political action committee, banding together for political purposes some 10,000 union members in the two-state area.

The committee is composed of representatives of Teamsters Joint Council 81, Omaha, and Laborers Local 1140. Council president Bert Parker heads the committee. Leonard Schaefer of Laborers is vice-president.

Truck Story on Air

The dramatic story of trucks and trucking is told every weekend on NBC's Monitor radio program heard throughout the country. Sponsored by Mack Trucks, Inc., for the American Trucking Associations Foundation, the programming includes dozens of on-the-spot interviews designed to show the value of trucks and their drivers to America. You can hear the programs on your local NBC affiliate.

Support Pledged To World's Free Unions



The IBT pledged its full support to the International Transport Workers Federation as six Teamster delegates attended the 25th world meeting of the group in Amsterdam, the Netherlands, July 23 to 30.

The six delegates are shown above boarding their flight at New York's Idlewild Airport. From left are: Vice-President Harold J. Gibbons, executive assistant to President Hoffa; Vice-President Thomas E. Flynn, chairman of the Eastern Conference; Vice-President John T. O'Brien of Chicago; International Organizer Joseph W. Morgan of Miami; John W. Filipoff, secretary-treasurer of Teamsters Local 208, Los Angeles; and Edward T. Cheyfitz of Washington, D. C., adviser to the delegation.

Representing President Hoffa, Gibbons told leaders of the world's free transport unions that the IBT "stands ready to give its complete support to free trade unions

everywhere in the world. We must become so effective that it is impossible for the Communist unions to compete for the loyalty of the workers. We must prove to them that only by free trade unions can they achieve the justice and security for which they cry out."

He said that "in America, we have learned that only by cooperation between unions can the worker achieve his fair and just due. The day is long past when America, or America's trade unions, can remain isolated from the rest of the world.

"The poverty of millions of workers is a common problem," Gibbons declared. "We can meet such a situation only by common action. Trade union techniques developed in one country can be used in another. We must have a strong and open forum where we can exchange ideas. A defeat for a trade union in one country is a defeat for workers everywhere."

Coffee Break Award

A New Jersey State Workmen's Compensation Court has ruled that a worker injured playing baseball during a coffee break is entitled to compensation.

The decision came in the case of 28-year-old Edward Zukauskas who injured his foot during a pick-up game and was awarded \$1050. The employer was liable for two reasons, the Court declares:

First, coffee-break time is actually company time, and secondly, the company had provided the bats and balls.

Brewery Health Plan Covers Pensioners

A significant gain in membership welfare was achieved by Teamster Brewery locals in New York City when they won coverage for all pensioners in a new comprehensive medical-surgical program.

The program, effective June 1, 1959, is part of a new contract agreement covering some 7,000 brewery employees represented by seven Teamster locals in metropolitan New York.

In addition to wage increases and other benefits, the agreement provides for a welfare program which will cover most medical and surgical expenses incurred by employees and their families.

Mindful of the fact that skyrocketing medical costs have become a major concern of retired workers living on fixed pension incomes, the union's negotiators bargained successfully for inclusion of all present and future pensioners in the program, as well as their wives. The program will solve this problem of high-cost medical care for pensioners.

The Brewery Workers Pension Fund, jointly administered by the seven Teamster locals and the city's five major breweries, has assets of over \$13,000,000 and about 600 members now drawing monthly pension checks.

Investigation, Anyone?

How have the nearly 900 Teamster locals across the country reacted to the most concentrated investigation any union has ever undergone? The reaction was brought into sharp focus last month by a letter from the officers of Local 607 in New York City.

The letter was prompted by a request from the Board of Monitors that local union officers demon-

strate that they have been bonded as required by the International Constitution.

The letter, reprinted here, was signed by president Joseph Trerotola and secretary-treasurer Frank Gallon of Local 607. Trerotola is also secretary-treasurer of the Eastern Conference of Teamsters.

ROOM 705

TELEPHONE WATKINS 9-8840

Milk Wagon Drivers and Dairy Employees Local No. 607



(Registered Emblem)
265 WEST 14th STREET
New York 11, N. Y.

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America
Affiliated with the American Federation of Labor, State Federation of Labor, Central Trades
and Labor Council and Union Label Council.
JOSEPH TREROTOLA, President
135 FRANK GALLON, Secretary-Treasurer
26 June 1958

Mr. John F. English, General Secretary-Treasurer
International Brotherhood of Teamsters
25 Louisiana Ave., N.W.
Washington 1, D.C.

Dear Sir and Brother:

Far be it from us to wilfully be out of compliance with Article X, Section 8(a) of the International Constitution. The very suggestion is much too odious to bear. Therefore, we are forwarding another Duplicate Copy of the Surety Bond which has been in effect since the 15th of May, 1956.

We say "another" because if you will peruse through the International's Archives, within a few years you will come across the copy that was sent in the year of Our Lord, 1956. However, we do not mind at all sending this duplicate as we have already become an inexhaustable supply of sundry data for the Federal, State, and Municipal Agencies.

Our Local is so governed that it is no easy matter for us to find out who actually runs it. We are inspected, suspected, expected, disrespected, rejected, examined, informed, required, summoned, fined, commanded, and compelled until we have filled out about every form that the genius of various civic agencies have been capable of bringing to life. It would seem that we have already provided enough data to our governments to satisfy every known need, desire, and hope of the entire human race. So you can readily understand that it is a pleasure for us to provide some information to our parent organization for a change.

Trusting that this meets with your satisfaction, and if there is anything else that we can do to increase your happiness and peace of mind, please hesitate to call upon us.

With kindest personal regards, we remain

Fraternally and sincerely yours,

Frank Gallon
Frank Gallon
Sec'y-Treas.
Local 607, I.B.T.

Joseph Trerotola
Joseph Trerotola
President
Local 607, I.B.T.

Big Organizing Campaign to Begin

National Sears Council Formed

FORMATION of a National Sears Roebuck Council to guide a concentrated organizing campaign at the huge mail order company has been announced by President Hoffa.

Hoffa named Vice President Murray W. Miller of Dallas, Tex., chairman of the Southern Conference of Teamsters, as coordinator of the campaign. Council chairman will be Frank Keane, executive vice president of Local 169, Philadelphia, Pa., who is chairman of the Teamsters' American Stores Council. Sam Baron of Washington, D. C., field director of the National Warehouse Division, will be executive secretary of the Sears Council, with Jack J. Jorgensen, president of Teamsters Joint Council 32, Minneapolis, Minn., as recording secretary.

Shaped After Ward Unit

The National Sears Roebuck Council, whose operations will be patterned after the successful National Montgomery Ward Council, will function as did the Ward Council within the framework of the National Warehouse Division, headed by Vice President Harold J. Gibbons. Hoffa has served

Lead Drive



Murray Miller
Coordinator



Frank Keane
Chairman



Sam Baron
Executive Sec'y.



Jack Jorgensen
Recording Sec'y.

as coordinator of the Ward Council since its inception.

Hoffa said the primary target of the organizing campaign will be some 70,000 employees in 110 Sears operations in 21 states and Canada.

These include 15 huge mail order operations, 54 warehouses of all kinds, and 41 repair and service units.

The mail order operations employ 42,000 of the total primary goal. They are located in Chicago, Minneapolis, Kansas City, Boston, Philadelphia, Greensboro, N. C., Atlanta, Dallas, Memphis, Los Angeles, and Seattle, plus four in Canada.

The mail order operations in Minneapolis, Boston, Philadelphia, Los Angeles and Seattle are at least partly organized.

Of the 205,000 Sears employees, only the 70,000 in mail order, warehouse, repair and service units will comprise the immediate objective of the organizing campaign, Hoffa said. The remaining 135,000 are employed in some 1,900 other Sears operations.

Hoffa said that 76 Teamster local unions in areas where primary targets are located will be invited to send representatives to a meeting in the near future to map plans and establish policy for the Sears organizing drive.

Of the 205,000 Sears employees, only about 14,000 are now organized, with about 7,000 of them in the Teamsters Union and the remainder divided between a number of other International Unions.

Southern Conference Meeting

As this issue went to press, the Southern Conference of Teamsters opened its 18th annual meeting in the Statler Hotel, Dallas, Tex.

President James R. Hoffa was scheduled to address the general session of the Conference. Vice President Murray W. Miller, Conference Chairman, was in charge of arrangements.

In a message to the Conference prior to its opening session, President Hoffa told delegates "the time is ripe for the Teamsters Union to redouble its efforts to organize wherever possible in the South."

He said "the master agreements in over-the-road and local cartage, equalizing wages and conditions in 23 states in the Midwest and South, have meant vast wage gains, in many cases more than doubling previous wages . . . The road to tremendous organizing gains lies ahead of us in full view."

President Hoffa declared "the International Union is pledged to aid local unions and joint councils in their organizing drives on the largest scale in our history. The Southern Conference has never been stronger or more unified in support of the best trade union objectives. We pledge our fullest cooperation in helping the Southern Conference to even greater accomplishments as the fastest-growing unit in our great International Union."

The next issue of the TEAMSTER will carry full coverage of the Southern Conference meeting.

City Housing Contract

New York's City Housing Authority has signed a "memorandum of agreement" with Teamsters Local 237 covering wages, hours, and fringe benefits, union president Henry Feinstein has announced. The agreement covers some 2,600 maintenance and service workers in municipal housing projects.

Although the Authority has fiscal independence from the City of New York, it had previously been an integral part of the City's personnel policy, and had elected under previous administration to become part of the civil service Career and Salary Plan. It recently withdrew from this plan.

Teamster Local Begins New Era in Health Care

Pioneering St. Louis Local Previews Health Camp for Retired and Convalescent Workers

St. Louis Local 688—whose Labor Health Institute is a pioneer in comprehensive medical care for its members—last month previewed its new experiment in membership welfare: a health camp for retired and convalescent workers.

Teamster Vice President Harold J. Gibbons, Local 688's secretary-treasurer, described the camp as "an effort to give to our membership the health, medical and convalescent benefits of adequate relaxation, sunshine and fresh air."

Now being constructed on a 218-acre tract of land 30 miles southwest of St. Louis, the camp was opened last

month as members splashed about in a beautiful new swimming pool, exercised on spacious ball diamonds, or picknicked on the shady camp grounds.

Future Buildings

To be erected in the near future are a large rest home and health building for members recovering from serious illnesses or surgery, a dining and recreation hall, a chapel, a group of modern resort cabins to provide weekend and vacation facilities for members and their families, and a children's workshop building for vocational purposes.

In addition to convalescence, the camp will serve the needs of aged pensioners and will provide a "rest cure" or "get away from it all" environment for the local's warehouse workers.

In 1945, Teamsters Local 688 embarked on a unique experiment to bring the best in medical care to working men and women who could not even afford to stay healthy.

This experiment grew into the famous Labor Health Institute, where today a staff of more than 50 doctors and dentists bring to some 14,000 members and their families the highest skills in preventive and therapeutic medicine.

Fills Need

"The LHI fulfills a great need in the lives of our people," Gibbons said. "But it is only part of the story of health. Bodily health can be restored when sickness strikes, but medical science cannot prevent the physical and mental corrosion of a poor or mediocre environment."

This philosophy gave impetus to the development of Local 688's equally famous Community Action program, designed to improve the neighborhoods and community in which the members live.

Under this program, members select "community stewards" in their neighborhoods, whose duties parallel the "shop stewards" role in the warehouse. Members file "community grievances" to secure better sanitation,



Harold J. Gibbons, Teamster Vice President who heads Local 688, tells members at opening ceremonies that camp will give them chance to "get away from the crowded city" for physical and mental well-being.



Ball diamonds will soon be landscaped, playgrounds built, children's workshop erected.



Spacious modern swimming pool nestles among trees at Local 688's new health camp near St. Louis. Camp is coordinated with local's famous Labor Health Institute.

remove health and safety hazards, obtain better schools, playgrounds, police protection.

Yet, the problem of the worker's health in a big city demanded even bolder steps and wider horizons.

In 1955, the local's Insurance and Welfare Program purchased the land for a health camp, and three years of careful planning have ensued.

Chance for Country Air

The new camp, he pointed out, "will give our retired members a chance to get into the country, use low-cost resort cabins for periods of time, learn new interests, and be able to live a happy and constructive life,

away from oppressive or poverty-stricken surroundings.

"But this camp is for our future pensioners long before they reach retirement age."

Important Role

Gibbons asserted that "environment plays an important role in the physical and mental well-being of the worker and his family. When a worker has had a serious illness, his surroundings play a big part in the successful restoration of his health. In addition, the ability to 'get away from it all' from time to time is a potent force in preventing illness, unhappiness, or insecurity."

Fishing Lake Planned

Planning for the new Health and Welfare Camp will be closely coordinated with the Labor Health Institute. A committee of health, medical and recreational experts will carefully plan the camp's activities, he said.

Among other future plans for the camp are the construction of a large lake with facilities for boating and fishing, as well as extensive playground and games facilities.

The camp is financed entirely by the Local 688 Insurance and Welfare Fund administered by a Board of Trustees representing labor, management, and the public.



Warehouse workers' cars carry members 30 miles from city to camp. 15 years ago, workers were among lowest paid in city.



Members use shady picnic grounds. Rest home, recreation building, resort cabins, fishing lake will be added soon.

Honor Teamster, Name Barge For Him

Harry June is the name of a new steel barge owned by the New York Trap Rock Corp. It is also the name of one of its veteran truck drivers, Teamster Harry June.

The rock crushing firm for which he has worked since 1925 honored him last month by christening its new barge in his name, with Mrs. June wielding the traditional bottle of champagne against the vessel in ceremonies at the Hudson River Shipyard, Newburgh, N. Y.

A First

The firm's vice president, John R. Kringel, said: "This is the first time in the history of the company that we have honored one of our chauffeurs by naming a barge in his behalf."

June, who drives a truck at the company's Tomkins Cove, N. Y., plant, began his work at the company as a water boy. A year later, he became a coal passer, keeping coal bins filled and providing water for the steam shovels. Later on, he undertook the duties of laying track, and in 1934 became a driver.

A veteran member and steward of Teamsters Local 445 in Yonkers,



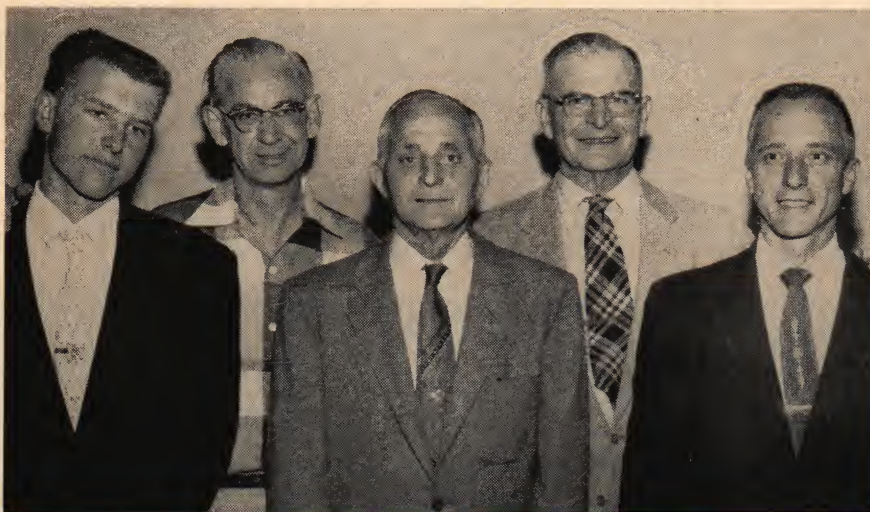
Mrs. Harry June breaks traditional champagne bottle to christen barge named for her husband. Teamster June is at right. In center is company vice president John R. Kringel.

June was also cited by his local union on the occasion of the christening. Secretary-Treasurer Theodore G.

Daley and other officers sent a telegram stating: "Congratulations on the christening of the *Harry June*. May its service to the company be as loyal as the person's name it bears."

Following the barge christening, June, his family and guests were honored at a dinner given by his company in the Washington Hotel, Newburgh, N. Y.

Three Teamster Generations



THREE GENERATIONS—all Teamsters and all in the baking industry—that's the story of the Theis family in Los Angeles. Ben Theis (center), now a great-grandfather, began driving a horse-drawn wagon for a bakery in 1919, later graduated to an electric truck, then to the modern style. He recently retired under the Teamster pension plan. His son, Ralph (right), went to work in a bakery in 1934, transferred to sales in 1942. Ben's grandson, Kenneth (left), joined a bakery in 1957, doing truck and garage maintenance work. Ben and Ralph belong to Teamsters Local 276, Kenneth to Local 495. Shown in the back row (above) are Herb Markle, Local 495 business representative (left) and Chet Leonard, Local 276 business representative.

D. C. Organizing

The campaign of the Washington, D. C., Joint Council 55 Organizing Committee has resulted in organization of four more establishments.

They are: garage employees of the *Washington Star*; helpers at County Fair Bakery, Washington; H & M Trucking Co., Washington; and Willard Sand and Gravel Co., Beltsville, Md.

Interpreters Form Union

Men and women who specialize in foreign languages have formed a unique new union. Known as the Interpreters' Guild, the group received a charter recently as an affiliate of the Office Employees International Union.

Members include Government translators and private, free-lance language specialists.

'Criticism'

Thomas Jefferson once had this to say:

"He who fears criticism is hopeless. Only those who do things are criticized. The idler is lost sight of in the march of events, but the doer is watched and criticized. To hesitate for fear of criticism loses the battle, while the doers march on to victory and triumphs. Indecision is a great harbinger; but to hesitate for fear of criticism is cowardly, but if the cause is right, be not afraid of criticism; advocate it and, if need be, fight for it. Critics always have been and always will be, but to the strongminded they are a help rather than a hindrance. As the horse spurts forward when prodded with the spur, so the doers forge ahead under the lash of criticism. Take your part on life's stage and play the part to the end; stand for that which is good; be a doer, not a drone; look the world in the face and let the critics criticize."

Upholsterers Praise IBT Aid

Cooperation between the Teamsters and the Upholsterers International Union, AFL-CIO, under terms of their mutual aid pact drew praise in a recent issue of that union's newspaper, *UIU Journal*.

The Upholsterers paper said: "The value of a joint effort between UIU and Teamsters Union forces was amply demonstrated when the Gabel Mfg. Co. of Des Moines, Iowa, entered into a collective bargaining agreement after a short but hectic hassle.

"The Gabel Co., upholstered furniture manufacturers, fathered a company union when it learned that a successful UIU and Teamsters Union organization campaign had been instituted among its 30 workers.

"The workers, scared off by company threats and coercion, felt obliged to take the best deal offered by the company. UIU and IBT kept in the background during the 'negotiations' between Gabel and its inexperienced employees.

"The company, believing that both unions were now safely out of the way, started to dismantle its independent union. The Teamsters Union

thereupon confronted the company with its chicanery, demanded and obtained recognition for the company's three drivers. UIU followed suit, but the company stalled despite the fact that 30 out of its 31 workers had joined UIU. An immediate strike followed which lasted for 19 days. The company finally settled with UIU.

"Contract negotiations were handled by UIU Regional Director Tony Kubicki who commented: 'I am fully convinced that the joint action, planning and support with the IBT in this campaign from the very beginning resulted in a very good first contract, together with substantial wage increase and many increased benefits. The Teamsters Joint Council 45 of Des Moines made available their offices, meeting rooms and other facilities during the entire period of the campaign and were of great help to us in successfully completing this organizing campaign. We received considerable help from IBT representatives Carl Keul, Kirshbaum, and Graves.

"We are especially grateful to William Griffin of the Teamsters Union who coordinated the interest of the Des Moines Teamsters with our campaign and worked out the many details which resulted in this successful victory for the Gabel workers and UIU'."

New Western Conference Office



The Western Conference of Teamsters has moved its headquarters from Seattle to the Flood Building on Market Street in San Francisco. Conference President Einar O. Mohn (center) greets members of the San Francisco press in the new headquarters. Reporters at the table are, left to right: Albert Colegrove, *Scripps-Howard Newspapers*; Dale Champion, *Chronicle*; Ray Christiansen, *Examiner*; Ernie Rapley, *News*; and Maury Shean and Jim McGinness, *Call-Bulletin*.

Oppose R. T. W.

Consumer-owned electric utilities in the Pacific Northwest, through the Northwest Public Power Assn., have gone on record against so-called "right-to-work" legislation.

The membership unanimously passed a resolution "endorsing a policy of sound employee relations" and opposing "any so-called 'right-to-work' initiative, such as Initiative 202 in the state of Washington."

Look for Clothing Label

The United Garment Workers of America, AFL-CIO, points out that the union label on clothing is a guarantee that the product is made under union conditions. "Present existing conditions demand that now, more than ever before, the rank-and-file of union membership demand the union label on their work clothing, shirts and other garments," the union urges.



Toledo Teamsters, headed by Larry Steinberg, below, came to rescue when county funds ran out.



IMPORTANT (Shots will not be given unless this slip is presented.)

We have checked our files and find your child..... **JOHN BARBER**.....
Name

1412 JERSEY ROAD..... is due for her or his third polio shot.
Address

You may secure the third dose at our clinic on July 1st, date from 9 to 12 and from 1 to 3 P.M. Clinic will be held at the Teamsters Hall, 435 S. Hawley Street, just off the Anthony Wayne Trail. The Vaccine is made available through the Teamster's Union. This will be your last opportunity to get the free Salk Vaccine

POLIO SHOTS----- COURTESY TEAMSTERS

S EVEN-YEAR-OLD John Barber knew it was going to be bad as he watched his sister, Karen, receive her third polio shot—courtesy Toledo's Teamsters (below, left). When his turn came (below, right), it was everything he thought it would be.

But young John, whose father is Albert Barber, over-the-road driver for Kramer Brothers Freight Lines, eventually took his medicine and, thanks to Joint Council 44's Salk Vaccine Fund, won't have to worry about the once-dread disease.

John and Karen, plus some 12,000 other Toledo youngsters, were rescued by the Fund when county money to buy vaccine for the crucial third shot was exhausted. **The**

county chapter of the Polio Foundation, and the county Board of Health, appealed to the Teamster Fund for help. They got it.

Young John's notice points out that "Vaccine is made available through the Teamsters Union. This will be your last opportunity to get the free Salk Vaccine." From the looks of things, John could not have cared less. But father and mother knew best.

Other photos show some of the children awaiting their turns outside the Toledo Teamsters' building, where a clinic was set up; and Joint Council President Larry Steinberg, who instigated the Salk Vaccine fund drive, which made the free shots possible.



Has Exhibit in N. Y. Gallery

Mover By Day, Artist By Night

A TEAMSTER who packs and moves art paintings by day is also an artist of considerable stature in his own right. Vittorio Massimino recently had the first formal exhibition of his own oil paintings in a midtown New York art gallery.

For Vittorio, a member of New York Local 814, it was a long road to the art gallery—through CCC camps, the Army, the Merchant Marine. Along the way, he earned 78 prizes in various fields of creativity, running the gamut from drawing, illustration and sculpture, through set, scenic and costume design, and finally to oil painting.

His next goal: a one-man show, displaying all his works dating back to his first drawing done at the age of 9.

Many of Massimino's paintings depict episodes in his own life, including his experiences during World War II Merchant Marine runs to such places as Murmansk and New Guinea, when his ship came under attack by enemy planes and submarines.

He has studied and developed his art at every available chance. In his employment at Lincoln Warehouse in New York, he says, "at lunch time I often go to the museums and galleries, and study up on the masters' works—how they progressed to master the pigments and styles."

With Reverence

And his duties as a mover frequently help. "I have packed Utrillo, Matisse, and Picasso paintings with great reverence."

Although his technique is still in the experimental stage, Massimino has given it a name: "Scientificism." He explains that his painting is done in thick and thin lines representing cosmic rays. "I work with lines which all lead to one point, or to a prism which offers a feeling of movement and design while retaining the overall impression of a picture."

He points out that "these are days of fast action, of atoms, cosmic rays, electronics, galaxies, and artificial moons. I naturally am inclined to bring my composition to one final spot on the canvas, or to an apparent prism or center of natural light."

His work was recently praised by an Italian critic, and London and New York papers have also devoted attention to his art.



Local 814's Vittorio Massimino, mover by day, has won 78 prizes in all forms of art. Here he is at work on a sculptured piece.

Born in 1919 in Manhattan, Vittorio was one of 15 children. Eleven are still living, and all are married except Vittorio, who cares for his mother.

When he was 10, he won first prize for designing a float in Central Park, and when he was 13, he won a drawing prize at the Metropolitan Museum of Art.

When he finished high school, he

went to CCC camps in California, Montana and Idaho, and during the following two years he painted 29 murals in various CCC camps.

In 1940, his National Guard unit was federalized into the Regular Army. In 1942, he was discharged for poor health, but the following year he joined the Merchant Marine, serving in danger-ridden waters for three years. He received a certificate of merit from President Truman.

In 1947, some of his paintings of this period were selected by a panel of experts for a traveling exhibit. The following year, he won first prize for a snow sculpture in Central Park. For seven years in a row, he won prizes for costumes designed and made for the Ice Carnival, and last year he won prizes for designing Van Gogh costumes for events at the Waldorf-Astoria Hotel and Rockefeller Center.

Vittorio's activities came to the TEAMSTER's attention in a letter from his "union brothers of Local 814" which said "we are sure proud of him." The letter called attention to his "charity work to churches, CYO, Heart Fund, and Children's Aid So-

(Continued on Page 30)



Dressed in Van Gogh costume, Vittorio receives trophy from NBC's star, Shari Lewis, for "Van Gogh Self Portrait" in special competition. Costumed event was at New York's Rockefeller Center.



DANGER

in the night

*Teamster Vet of 17 Years of Over-the-Road
Driving—80 Per Cent of It at Night—Tells
How to Skirt Accidents after Sun Goes Down*

ON the average, 61 persons are killed every night in automobile accidents on the nation's roads. Based on miles traveled, the night death toll is about three times greater than the daytime rate. Obviously, there are increased problems of driving after dark, so the average motorist, while driving at night, is in much greater danger than usual.

The problems created by darkness are many. And they are problems that only remotely are related to the normal problems of driving during full-light conditions. Unfortunately, too few motorists are aware of the dangers and the ways to combat them.

How best to drive after dark?

What can you do to stay safe while driving after sunset?

To illustrate answers to these important questions, we went to a night driving expert. The results of this

investigation are significant, for they suggest practical solutions to one of the most destructive problems confronting persons concerned with safety: how to reduce the night accident toll.

The expert chosen for this investigation is Elmer Mahl, an over-the-road (OVR) driver for Spector-Mid-States, one of the nation's major truck lines, and member of Teamsters Local 710, Chicago. Mahl holds a 17-year National Safety Council Safe Driving Award. During the 17 years he has been driving OVR trucks, Mahl has driven a total of 1,750,000 miles. Eighty per cent of that mileage has been at night.

Yet Mahl never has had an accident in which he was charged with responsibility in any way. He has never been cited for a moving traffic violation of any sort. During an age

when dented fenders and an occasional traffic citation are accepted as routine, Mahl's record verges on the unbelievable.

Mahl's route takes him—every other night—from Spector-Mid-State's main terminal, just south of Chicago's Loop, to Cleveland, Milwaukee and return, or Clyde, Ohio. Let's ride along with Mahl on a typical all-night run from Chicago to Clyde, a distance of 286 miles.

Mahl's trip begins when he checks in with the dispatcher at the Chicago terminal sometime between 11:00 p. m. and midnight. The exact time is determined by the time he arrives in Chicago from his most recent trip. Interstate Commerce Commission regulations state that a driver must have at least eight hours off between trips. Further, Spector-Mid-State rules (under the union contract) allow a driver

a minimum of 10 hours off between trips at his home terminal.

About half a dozen drivers usually are in the driver waiting room. Some have just checked in from their trips. Others are waiting to be assigned equipment.

Weather and road conditions are the main subjects of conversation in the waiting room. Drivers just in from Cleveland report conditions on the Ohio Turnpike and Indiana Toll road. Drivers ask about specific places, noted for being unusually dangerous, on the roads they will travel.

Mahl, a small, soft-spoken man, listens carefully to conversations about road conditions. He nods his head thoughtfully when someone tells him a certain curve on Highway 6 is unusually slick. "You should take the time to find out everything you possibly can about a road you're going to use," he says in answer to a question about his interest in road conditions. "It's particularly true at night, because you can't always see the trouble spots."

Mahl, who has been driving since he was 15 and has been driving trucks since he was 17, follows a routine check pattern before he starts the motor of his truck.

"Any fool can drive. All he has to do is start the motor and steer. It takes a little extra effort to drive safely. However, if you've seen a few fatal accidents you don't mind taking a little extra time to be safe."

First he stows his suitcase—a small, metal case in which he carries shaving gear and other necessities for the overnight stop he will make in Clyde—securely on the rack behind him. In the event of a sudden stop, he won't have the case flying forward and hitting him. At night, he tells you, you sometimes have to stop fast when something appears out of the darkness.

Safety Check

While he stows his case, he also checks his safety equipment. Fusees and red flags are on the rack behind him. He also checks the flashlight he has with him for immediate use in case of an emergency. After dark, you need things that will make you be seen, he claims. Should his truck break down, he can use the auxiliary light and alert other motorists to his plight. Should his truck become disabled on the roadway, the light would be of utmost importance in warning other motorists of the danger his vehicle represents.

Next on Mahl's schedule is a check of lights. He puts on the rear lights and pushes up the turn signal indica-

tor. Then he walks to the rear of the truck to determine if rear lights and the right-turn light are working properly. Next he checks the right-hand turn signal on the front of the truck.

Next, he goes back to the cab and pulls down the turn-signal lever. At the back of the truck he checks the left-turn signal. Then he goes to the front of the truck to check the turn-signal there. He also checks his brake lights.

"It takes a few minutes to check lights—particularly rear lights and turn signals," Mahl says, "but you need all the lights you can get. You can tell when your headlights go out, but you don't know when your rear lights stop working. The average motorist can have it done in a minute when he stops for gas. Some stations are including a light check as part of their service."

Highway safety is the Teamster's code. Here are some tips on safety from a veteran over-the-road driver, reprinted with permission from Traffic Safety, published by the National Safety Council, Angela Maher, editor.

During his light check, Mahl also checks his tires and connections between the tractor and the trailer. Mahl's careful pre-trip checking is reflected in his low TD (trip delay) time, according to Spector-Mid-States records. "If you can find vehicle trouble before you start on a trip, you'll not only save a lot of time but there's also a good chance that you'll save yourself from getting in an accident," Mahl says. "If you break down at night, you can be in trouble."

Mahl also wipes the windshield of his truck and cleans with equal thoroughness the glass faces of the dashboard gauges. Light at night is precious, he explains, and there is no need to waste it with a dirty windshield. It's also important to make gauges easy to see in the darkened cab.

Mahl's equipment check is unhurried. But, the check completed, he goes about the task of getting his truck on the road and to its destination. There's a certain methodical determination about the way he closes his cab door, starts his engine and turns on his headlights.

Easing his truck and trailer to the scale where they will be weighed, Mahl exhibits the care with which he always drives. He looks at his two



Keep gas-tank full—avoid being stranded at a dangerous spot.



"Dawn is tricky"—Teamster Mahl uses lights until sun is well up.



Frequent stops help avoid dangerous fatigue produced by monotony.



Before beginning long run, Mahl checks maps, weather conditions.



Dusk and dawn can be worst times, call for extra driver caution.

outside mirrors to see if other vehicles are moving toward him. He checks ahead and to either side for the same reason. Then, slowly, he engages the gears and moves the truck forward.

His airbrakes hiss as he stops his truck on the weighing platform. (The gross weight of Mahl's truck, trailer and load was just over 56,000 pounds). After he is waved on by the dispatcher, Mahl heads his truck out of his company's parking lot.

"Once you get out of the lot and drive a little you can tell how the trailer is loaded and how it handles. Weight and its distribution make a lot of difference." Mahl, who weighs only 137 pounds, handled his 28-ton load as if he were maneuvering a load of eggs.

Through the quiet streets of Chicago, Mahl drives his truck slowly. His eyes move all the time. In his rear-view mirrors he watches cars approaching from behind him. He notices traffic conditions several blocks ahead. He watches as a car zooms out of a side street and bumps to a halt.

"You have to watch side street and side road traffic at night," he says. "There aren't too many cars out at night, so a lot of drivers take chances at intersections. Too, a lot of intersections don't have very good signs, and the signs can hardly be seen after dark. So you have to watch for cross traffic."

Mahl, who estimates that he has driven almost 2,500,000 miles (almost 2,100,000 of them in commercial vehicles) since he began driving 24 years

ago, says he prefers night driving. There is less traffic at night, and in the summer it is cooler. But he recognizes well the particular dangers of after-dark driving.

Most motorists drive too fast at night, he says. As he guides his truck along Chicago's dark streets, he explains that most motorists seem to think they can drive as fast at night as during daylight. Some even seem to drive faster, he claims. "They don't seem to know how difficult it is to see at night. For practical purposes, a lot of them are driving blind."

The first stop in Mahl's trip is about 50 miles or two hours from Chicago. There are other drivers in the restaurant, and they exchange road information and discuss driving.

Conditions Have Changed

After a light lunch, coffee and a cigarette, Mahl continues his trip. He recounts how driving conditions have changed since he first got behind a wheel in 1934.

"Signs are the biggest single change in night safety I've seen," he says. "They used to be so small you couldn't see them, particularly at night. Now they've put reflective material on them. Now you can see signs."

"Roads are pretty much the same, except for turnpikes. But all the roads can't be turnpikes, so roads are just like they were a long time ago, except for the signs and markers. The signs make a lot of difference."

Speed is another accident-element that Mahl watches closely at night.

He stays well within posted speed limits. Explaining that drivers "just cannot see well enough at night to go much faster," he never exceeds 45 mph, no matter what the posted limit.

And, as he nears an intersection, he points out a bright reflective sign. "That's the kind of sign I was talking about," he says, as he points at a sign that stands out in the darkness. "You can see them."

As the miles slip behind, you become aware of Mahl's constant shifting of his eyes. Now he looks quickly in the mirror outside his left door. Then he glances a few thousand feet up the road. Then he checks the mirror outside his left door. "You have to know where other cars are. And, at night, you have to know as soon as possible."

Later, he makes another stop for coffee, a snack and a cigarette. "I won't drive if I get a little tired," he explains. "Rather than do that, I'll pull off and sleep for a few minutes. You feel good after sleeping even for a little while. There's no sense trying to drive when you're tired, for it gets you at night. It's tough enough driving when you're feeling good. Driving when you're tired is too tough."

As the trip continues eastward, Mahl points out a red and black sedan that speeds around his truck. The car is on the wrong side of the yellow line for several hundred feet as it moves past Mahl's truck. "That's asking for it at night," Mahl exclaims. "You can't see far enough ahead of you at night anyway. Passing like that on a hill can really put you in bad shape. And

850,000 Miles—No Accidents



Outstanding safety record has been compiled by these Weber Bread drivers, members of Local 276, Los Angeles. They have totalled 850,000 miles without an accident, or 1,629 accident-free days. Every week the men get a 5-minute safety talk from the branch supervisor, and a one-hour safety quiz is held each month. Left to right, front row, are: C. Adams,

B. Broughton, W. Young, D. Snyder, R. Joseph, Ed Berry, Local 276 business representative; H. McPhee, F. Leahy, and L. Hankins; Back row: F. Kritzer, P. Ousterhout, R. Brooks, D. Ogston, M. Cleary, E. Potter, R. Shaw, M. Winne, J. Wonacott, J. Shepard, and L. Campbell. P. Nichols and M. Shapiro were not present.

there's no way to get out of such a situation."

Mahl, who was born in Chicago and has lived there all his life, has adapted well to over-the-road driving. For example, he has learned well how to use the headlights of other motorists. "Watch approaching headlights on hills. You can see light from cars coming up the other side of a hill long before you can see the car it is coming from. This is one advantage of night driving, for you don't have this advance warning during daylight. You can see the light from other cars on curves, too, before you actually see the car. That's a good warning.

"Headlight dimming is something else that's important at night. Not only dimming when you're approaching another car but dimming when you come up behind a car. You can blind a driver almost as badly by shining your 'brights' into his mirror as you can be shining them right into his eyes from straight ahead.

"However, if someone doesn't dim his lights as he approaches, the only thing to do is avoid the lights by looking to the right. Usually, you can see the right edge of the road, and some states are putting down special white lines that make it easier for you to see.

"But if you can't see the edge of the road as a guide, there's a little trick that may help you. Guide yourself on the oil line down the center of your lane. Most concrete roads have an oil line down the center of each lane, and you can use it as a guide in an emergency."

A Load of Hay

As faint streaks of light begin to appear in the east, a farm truck with a load of hay sagging to the right pulls out from a side road and drives along in front of Mahl's truck. Traveling slowly, the farm truck hugs the center line in what seems to be an effort by the farmer to compensate for his sagging load.

"Motorists ought to know that the center line is their lifeline on the highway," Mahl comments. "Particularly at night, when you cannot see far ahead. States spend good money to put down center lines, but a lot of motorists don't recognize the importance of them. They're as important as signs. They're sort of a continual sign."

In Ohio, Mahl makes the last coffee stop of his trip. He relaxes from the strain of driving on a dark night. Sipping his coffee, he tells what he thinks should be done to make night driving safer. Drivers should turn on their

Truckers Behind the Iron Curtain

GET tired after seven or eight hours at the wheel of that truck? Of course! But think about the case of the teamsters who drive trucks 19½ hours a day, seven days a week, month after month—and no overtime pay, no welfare plan, not even a depot that provides a place to wash!

That's right. It happens in Poland right now, in the middle of the great Red Commie Paradise for the workers!

The following is a report from behind the iron curtain, by a representative of the free trades union organization:

"When does a driver rest when he works over 19½ hours a day for a month on end? At his depot—when his depot provides neither washing facilities, bedrooms, canteen, nor rest rooms?

"The driver in question is Henryk Ostapowicz, and his depot is the Central Meat Transport Depot in Warsaw itself! Ostapowicz worked 606 hours during July—406 hours above the drivers' norm.

"The authority for this information is 'Glos Pracy,' official organ of the Communist Polish Trade Union Council. 'Glos Pracy' suggests that Ostapowicz and his comrades must have slept during breaks for loading or while their vehicles were being washed. 'Drivers,' it says, 'are on the road from 18 to 24 hours a day.'"

Yeah, the commies have a union, but it's not like ours. Its purpose is to keep members toiling until they drop—all kinds of hours, day after day. Little wages, bad conditions, and they shoot you if you strike! In commie-land.—*Maryland Labor Press.*

headlights — not parking lights — as soon as it gets a little dark. "It doesn't cost any more to use headlights," he explains.

"Give a lot of warning to other drivers at night. If you're going to turn several hundred yards up the road, let the other drivers on the road know it. Flick on your turn signal far in advance. Pump your brakes as you slow down for a turn, so the car behind you sees for sure that you are planning to slow down for a turn. Motorists are dependent on your car lights at night. They probably can't see your car, but they can see your lights. So use your lights, and use them as soon as possible.

"Never let your gas tank get below the one-fourth-full mark. If you run out of gas at night you not only might be inconvenienced but you might also end up stranded on a dangerous spot on the road.

"If you have any sort of emergency, pull off the road. Get all the way off. If there isn't a shoulder, throw out a fusee and drift a few hundred yards down the road. If you can't get off the road and you can't move your car, get a fusee down, as fast as possible, at a place a couple hundred yards behind you.

"People should have their headlights aimed, and I think there should be a law that people have their headlight aim checked every year."

During the last leg of the trip, you notice that Mahl has used his truck

horn only three times. "There's no need to use your horn. It's much better to use your eyes. Your eyes are what save you. You have to keep looking around and far ahead of you if you want to stay safe at night."

Watching the increasing number of cars and trucks on the roads and streets during early morning hours, Mahl carefully moves his truck in, through and out of Fremont, Ohio, last town before Clyde and the end of his trip. The night driving portion of his trip is done, and Mahl relaxes slightly. His eyes now check various land marks. "One thing about driving during daylight is that you get a lot of scenery changes. At night, you don't have much chance to look in different directions. That's why you hear so much about highway hypnosis at night."

An Abrupt End

At the Spector-Mid-States relay and maintenance station in Clyde, the trip comes to an abrupt end. The truck and trailer are parked behind the terminal and Mahl checks in with the Clyde dispatcher. After a meal, a shower and conversation with other drivers, Mahl sleeps on one of the bunks provided by the company. That night he'll start back for Chicago. And, although the average driver is in greater danger after dark on the highway, the odds are overwhelmingly in favor of Elmer Mahl getting back to Chicago without an accident. He has too much respect for the dangers of darkness to do otherwise.

'Death Sentence' Lifted for Boy

FROM the day he was born, little Tommy DeAngelis lived under a "death sentence." A rare heart ailment had doomed him to life on a day-to-day basis, with death possible at any moment. He never could play with his neighborhood pals.

Last month, a doctor was able to report that "Tommy lived long enough for medical science to catch up with him."

Until three months ago, diagnoses of seven-year-old Tommy's case had given little hope of a successful operation. But exhaustive studies by Dr. F. Mason Sones of Cleveland (Ohio) Clinic resulted in a new finding, and the youngster underwent heart surgery.

The operation was an immediate success. Tommy's father, Vito DeAngelis, a driver for Reiter and Harter Dairy in Akron and a member of Teamsters Local 497, put it this way: "We could see the change when they wheeled him out of the operating room. For the first time in his life, his color was pink."

When Joseph Flaherty, Local 497 secretary-treasurer, heard about the case from fellow union members (DeAngelis didn't ask for aid), he took the matter to a meeting of Joint Council 41 in Cleveland. The Council offered to pay the balance of Tommy's medical bills not covered by insurance—a matter of some \$3,000.

And DeAngelis' union brothers at the dairy volunteered blood to replace that used in the operation.

Throughout Tommy's illness, prayers were offered regularly at Immaculate Conception Church in Akron, and by neighbors and customers along DeAngelis' dairy route in Kenmore and Cuyahoga Falls, Ohio.

The youngster's condition was so critical in the last few years that his father had spots earmarked throughout his delivery route where he could be reached by phone in event of a crisis.

Multiple complications had prevented sufficient blood circulation through his heart. When Tommy was five, doctors thought there might be a chance for an operation. But a test was reported as showing that he had no pulmonary artery, which carries blood from the heart to the lungs. The family was told surgery was hopeless and that Tommy's life could be limited to "days."



Young Tommy DeAngelis, 7, plays outdoors for the first time after living on a day-to-day basis since he was born with a rare heart ailment. After delicate surgery, he was restored to health. Teamsters Joint Council 41 in Cleveland paid bulk of bill. Tommy's father, Vito (above), is a member of Local 497, Akron.

—Photo Courtesy of Akron Beacon-Journal

The youngster defied the prediction. A year and a half later, a visit to Cleveland Clinic was advised. Dr. Sones and his staff gave a new diagnosis, but still not a hopeful one. They said then the pulmonary artery was in two sections, with a gap of about a half inch separating them. Chances were dim for an operation, his parents were told.

Tommy's father says, "We just postponed a decision, hoping something would happen to give us more hope." The hopes were realized. Dr. Sones, who constantly goes over studies and films of his serious cases, was re-

checking films of Tommy's circulatory system. He detected a minutely thin stream of blood flowing between the two artery sections.

Dr. Sones concluded that the artery never had been split, but that a blockage had prevented the proper blood flow. The successful operation followed.

James F. Wykle, Local 497 president, visits the DeAngelis home from time to time. After his last trip, he reported: "Tommy is doing fine and gaining ground very rapidly."

For little Tommy DeAngelis, it was a miracle of life.

Employers, Employees Both Handicapped

One of Rarest Firms in The World

TWO handicapped employers recently signed a Teamster contract covering two handicapped employees—and thereby brought to attention one of the most unique enterprises in the world.

Tom McGrath of Vancouver, British Columbia, signed for the company—Para Van Services—by holding the pen in his mouth. His arms are paralyzed. So are his partner's.

The contract covers two employees—Del Owen and Chris Peters, members of Teamsters Local 351 in Vancouver. They work in wheelchairs, because their legs are paralyzed.

Contract for Lifejackets

The firm was started last December by McGrath and Robert Hockling when they secured their first contract with Canadian Pacific Airlines to check and repair lifejackets.

Under government regulations, the jackets must be inspected every three months. "It was strictly a nuisance job for the airline, but for us it was bread and butter," McGrath explained.

As more business came in, McGrath and Hockling hired more help, also handicapped. Today the company engraves plastic identification plates to identify controls and other items used on Canadian Pacific airplanes. It has also been very successful in making hand controls for crippled persons in driving their automobiles, as well as a new type of toilet seat for paraplegics. The firm hopes to hire more handicapped men as business grows.

Union Contract Signed

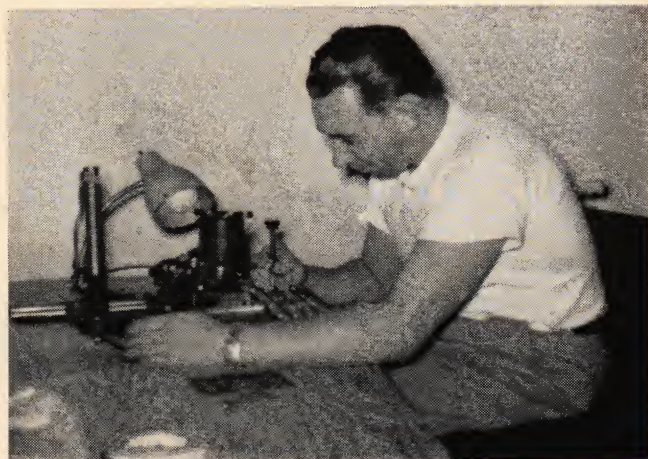
In their efforts to find new business, the partners discovered some businessmen were reluctant to give work to a non-union shop. So the employees decided to join. Teamster representative John Brown negotiated a contract, giving consideration to the company's unusual circumstances.

The firm is not looking for charity jobs, its owners emphasize. It was originally financed by the Marpole Rotary and Kinsmen clubs of Vancouver. But now that the business is running smoothly, the owners are repaying the loans.

RIGHT: Del Owen and Chris Peters, both handicapped Teamsters, check lifejackets, one of firm's contracts with Canadian Pacific Airlines.



BELOW RIGHT: Owen, member of Local 351 in Vancouver, B. C., engraves plastic identification plates for Para Van Services—on contract from airline.



BELOW: Co-owner Tom McGrath signed union contract with pen in mouth, because his arms are paralyzed. His partner, Robert Hockling, and two employees are also handicapped. Note special telephone.



Teamster Builds Stage Coaches, One En Route from Chicago to Denver



RECEIVING TEAMSTER CARDS, stagecoach drivers Carland Garrett and Frank (Toad) Bricker (top, left to right) get ready for Chicago-Denver trek. On ground from left are Donald Gignac, Sr., member of Teamsters Local 726, Chicago, who designed and built the coach; Harry W. Briner, Local 726 president; John J. Daly, Local vice president; and member John Wilkin, who helped build coach. On top at right are Mrs. Wilkin and Lester Krumroy, 726 member who helped on coach.

A stage coach—the first in many years—is now making the long overland trip from Chicago to Denver, with Teamster drivers.

The coach was designed and built by Donald Gignac, Sr., a member of Teamsters Local 726 in Chicago. Gignac is a truck driver by day—but after work he spends his time building spe-

cial wagons, coaches and vehicles for use at amusement parks and for special events all over the country.

One of his masterpieces is the Pontentate's coronation carriage, drawn by six ponies, which is used in all the Medinah Shriners' parades.

Gignac's current production, drawn by four horses, left Chicago last

month on a trip that will take from 52 to 60 days, and is expected to reach Denver about August 25. The coach's final destination is the Magic Mountain Amusement Park in Denver. It seats nine inside and nine on top.

Gignac had help from two fellow members of Local 726—John Wilkin and Lester Krumroy—in building it. Two "old-time" Teamsters are driving the team on the long journey—Frank (Toad) Bricker and Carland Garrett, who received new cards as members of Local 726 just before departure. A horse-shoer and two station wagons are with them.

Duty to Join Union

The worker who enjoys union representation rights "has a duty to join the union," a duty which right-to-work laws subvert, according to a pamphlet issued by the Catholic Council on Working Life.

Pointing out that under Taft-Hartley, a union must represent all workers in a bargaining unit, whether they are union members or not, the pamphlet declares that "in the union's eyes, the non-member becomes a 'free rider'."

It also calls attention to the Supreme Court decision which ruled unanimously that the union shop does not violate the U. S. Bill of Rights or any other basic constitutional freedoms.

Asserting strong support of the union shop and opposition to the open shop, the pamphlet points out that "oddly enough, the legal profession in most of the U. S. enjoys" compulsory membership by law. "In 25 states all lawyers are, by statute, required to join the state bar association. The courts can—and do—collect the dues of delinquent lawyers.

"The closest thing to the union shop exists in the medical profession. In many areas a doctor cannot belong to a hospital staff without first belonging to his medical society."

The booklet quotes a businessman, J. Irwin Miller, chairman of the board of Cummins Engine Corp., as follows:

"The classic argument against the union shop is the right to work argument. The average American manager feels that there is a character known as the 'loyal employee' and this is a fellow who is supposed to figure that joining the union is a fate worse than death. Well, this man is in the same category, in my opinion, as the Easter Bunny and Santa Claus. I've never found him."

Organizing Help



Teamsters Local 654 in Springfield, Ohio, is using advertising signs on the sides of city buses as part of its organizing campaign, Secretary-Treasurer James M. Feltis reports. Shown above is one of buses, with telephone number of union office.

What Leading Church Groups Say About Union Organizing

Catholic

Statement of Catholic Bishops of United States, November, 1940:

"Labor can have no effective voice as long as it is unorganized. To protect its right it must be free to bargain collectively through its own chosen representatives. If labor when unorganized is dissatisfied, the only alternative is to cease work and thus undergo the great hardships which follow unemployment."

Pius XII, September, 1956:

"The various parts of the social organism are not made to fight each other, but to complete each other in a fruitful harmony of activities and works. Workmen's organizations have been encouraged by the Church, not that they may fight against management, but in order to promote harmony between capital and labor, in this way reaching the economic ends whereto they justly aspire."

Protestant

Statement of the Executive Board of the Division of Christian Life and Work, National Council of the Churches of Christ in the U. S. A., July, 1956. Most of the Protestant faiths are active in the Council:

"We recognize the right of both employers and employees to organize for collective bargaining, and in connection with employees we believe that it is generally desirable to do so."

"The recognition by Protestant churches of labor unions as an important form of social organization has been made clear. For example, in 1912 the Federal Council of Churches of Christ in America recognized the 'right of employees and employers alike to organize . . .' In 1932 this position was expanded to include 'the right of employees and employers alike to organize for collective bargaining and social action; protection of both in the exercise of this right, the obligation of both to work for the public good.'"

"Again in 1940 this same body voted as follows: 'That the Federal Council record its conviction that not

only has labor a right to organize but also that it is socially desirable that it do so because of the need for collective action in the maintenance of standards of living.'"

Jewish

Statement of Central Conference of American Rabbis:

"The same rights of organization which rest with employers rest also with those whom they employ. Mod-

ern life has permitted wealth to consolidate itself through organization into corporations. Workers have the same inalienable rights to organize according to their plan for their employers through such honorable means as they may choose. We believe . . . that the democratic participation of workers in the councils of management will not only increase efficiency as the knowledge and experience of workers will be available to management; but also it will prevent many of the tragedies such as irregularity of employment, and speed-up, which are the consequences of the operation of industry from the viewpoint of management alone."

Billionaire Unionist

"I am a 'union man' myself. I don't carry a union card or pay dues to any local, but I do believe in unions and I believe that free, honest labor unions are our greatest guarantees of continuing prosperity and our strongest bulwark against social or economic totalitarianism."

Who said this? What income bracket do you think he is in?

If you guessed this statement was made by J. Paul Getty, you are right. If you said that he is the world's richest private citizen, you hit it again.

The excerpt is from an article in the June issue of *True* magazine. The editors call it "a frank, honest and often surprising affirmation of faith in America's future."

Nothing in it is so surprising as Getty's opinion of unionism.

He takes a sharp thrust at cries of businessmen that the high cost of American labor in general "and union labor in particular are threatening to wreck the national economy."

Getty has an answer for the executive who told him, "I'd go into business for myself tomorrow. The only thing that holds me back is the labor situation. Wages are so high that I couldn't make a profit."

"I hope this executive's boss is satisfied with him," said Getty. "I wouldn't hire the man on a bet. For my money, he's an idiot."

The man whose fortune is estimated at one billion dollars added other remarks that just do not fall in the regular pattern of criticism of labor by business. They sound more like what a union man would bring up in debate with a supporter of Initiative 202.

"High pay and good working conditions mean more buying power and more production," the billionaire oilman said. "As buying power increases, so do sales and profits."

"We pride ourselves on the level of the American standard of living. We boast that the majority of Americans have decent homes, cars, radios, television sets and all the rest. This would hardly be possible if the great mass of workers wasn't well—even highly-paid. 'Excessive' labor cost is a handy excuse to cover up inept management's inability to meet competition."

The editors were right. The article held surprises. But surprises like this we can stand every day.

We hereby extend to the national "right-to-work" committee, the N.A.M., and the national Chamber of Commerce, the privilege of inviting J. Paul Getty, billionaire, to address their next conventions on the advantages of unionism. The address should be full of surprises. We could almost bet a billion that he doesn't get the invitation.—From the *Washington Teamster*.

N.L.R.B. Rides on

The N.L.R.B. continues on its merry, anti-union way.

In a recent ruling, the Board found that a bonus paid by a company to non-union employees, but withheld from union employees, could not be called an unfair labor practice.

In 1956, the Speidel Corp., jewelry products plant at Providence, R. I., paid an Easter bonus only to non-union employees. The Machinists' Union, which represents skilled tool-makers in the plant, protested.

The N.L.R.B. ruled, however, that the company's decision to pay the bonus only to non-union production workers was not based on anti-union feelings, because the company had always demonstrated "friendly attitudes" toward the union.

Rather, the Board said, the decision was based on the company's "concern" over the wide gap between the wages of union members and those of non-union employees.

(The "gap" ranged from \$1.26 per hour for non-union members to \$2.97 per hour for union members. No wonder the company was "concerned.")

New Ward Unit

Newest Montgomery Ward unit to select the Teamsters as bargaining agent is located at Rome, N. Y. Employees selected Local 382 in a vote of 34 for, 19 against, and four challenged. The vote was conducted by a field examiner for the N.L.R.B.

Lentini described the election as "a great victory, not only for Montgomery Ward employees, but for all employees in the service and merchandising fields throughout the entire city. Local 382 will spare no effort to bring the benefits of labor unionism and collective bargaining to all employees in deplorably underpaid wholesale, retail and allied industries. Our aim is to raise the standard of living for our members everywhere, and to do so peaceably."

Steward Honored

Joseph C. Ambelas, Teamster steward in Local 584, New York City, was one of a group of trade unionists to receive recognition upon completion of a course at St. Peter's Institute of Industrial Relations in Jersey City, N. J.

Strikes Aren't Just 'Called'

Since several very important area-wide labor contracts are currently being argued at the bargaining table, there is every probability that the word "strike" will be kicked around quite a bit by the news media now that most non-cost items have been generally agreed upon and negotiators will soon be talking about wage increases and other cost-provisions.

And, undoubtedly, we will read in the public press, hear over the radio and see on television that a strike may be "called."

And those who will use the word "called" hold opinions on the mechanics of strikes which simply don't square with the facts.

In modern labor relations the myth has been created, and kept alive by those who know better (and those who don't), that all strikes are "called"—of course, by union officials who push the necessary buttons to put the machinery into operation with no consideration for the decisions or desires of the workers.

To be sure, there are in the labor movement power-hungry men who abuse their positions of leadership. But such men are so few in number and so fast disappearing from the American Labor scene that they are mentioned here only because the actions of these few have been magnified and misinterpreted as the standard practice of all.

Strikes aren't "called." They just happen. They happen because of shortsighted management policies, contract misunderstandings, personality differences or a variety of other sources of friction between employers and employees.

Strikes are just symptoms of labor unrest and it does little good to treat the symptoms without finding and curing the disease itself.

Those who speak of strikes being "called" should be sentenced to serve about six months as a union secretary. They'd soon learn that some strikes never have to be "called"—they just come a-running; that some bosses and employer representatives provoke and even welcome labor discord; that some employees are more militant than might be suspected—and that there is one helluva lot more to being a union leader than merely calling a strike.

That's why Jimmy Hoffa, General President of the International Brotherhood of Teamsters, frequently points out: "Anyone can call a strike. That's the easy way. But it takes labor leaders with keen ability, vision and courage to say 'No strikes before every other avenue is explored'."

Today's sincere and dedicated union representative will agree with employees, employers and the general public that strikes are to be deplored. For today's labor leader knows that his job is to get the best possible wages, hours and conditions of employment for his members without resorting to strikes.

And, across the nation, Teamster union officials are doing a superb job, often under most adverse conditions. Last year in the Central Conference, for example, well over 1000 separate labor contracts were negotiated. In less than one percent of these contracts was there any loss of wages or hours due to strikes—and still Teamster members received substantial improvements in all areas of their agreements. This record also basically applies to the three other Teamster Conferences.

In the face of facts, talk about strikes being "called" by labor leaders just isn't valid.—From the *Oregon Teamster*.

Artist by Night

(Continued from Page 21)

ciety, through his art teaching, and contributing paintings for fund raising." He has also done paintings for fellow members at Lincoln Warehouse.

The artist-mover hopes to further his art education without interruption through a fellowship or grant in creative painting.

"Many people have asked me why I don't create for a living," Massimino says. "I tell them I have a big appetite, and believe in living, and eating."

"All credit goes to my mother," he says of his art successes. "It was a big struggle for her, bringing up 15 children, washing steps, and caring for a 24-family house to bring us all up." But he adds: "No sympathy, please."

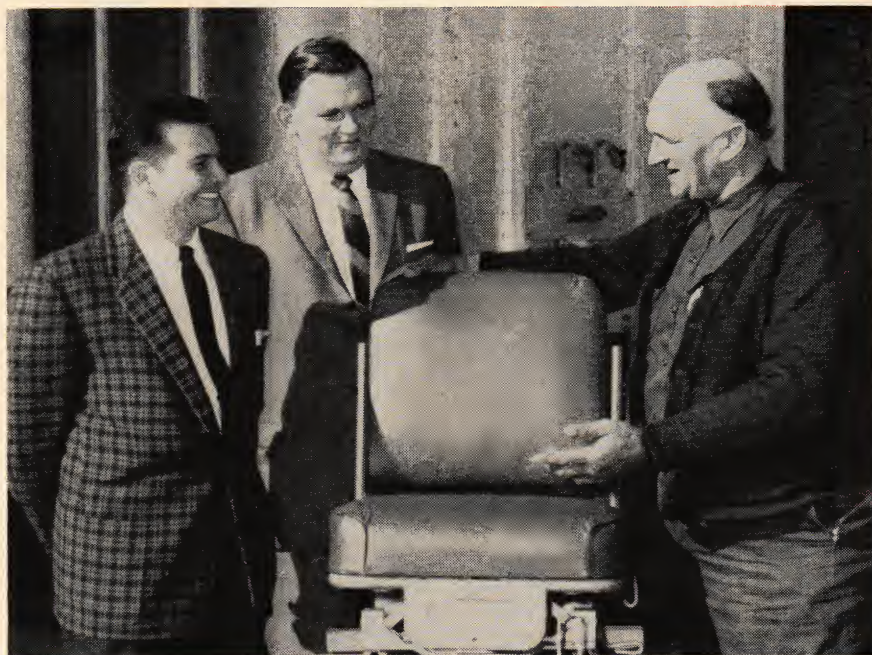
Veteran Driver Gets Special Seat

Harry Braun of Chicago's Local 744 (far right), a veteran of some 40 years' driving with O. K. Motor Service, Inc., is back at the wheel. His company rewarded him for his service by presenting him a scientifically-designed knee action Bostrom suspension seat. Now he is back on his daily round-trip run to Milwaukee, Wis., which he had been unable to make for months, due to a physical complaint aggravated by highway-induced shock and vibration.

World of Improvement

"Modern trucks with these comfortable safety seats are sure a world of improvement over the rough-riding, chain drive trucks I started on back in World War I days," Braun says. "I make the round trip now in six and a half hours. It used to take 24 hours of punishing driving."

Recalling the fatigue of the days before truck equipment was engineered to human specifications and tolerance, Braun tells how, in summer, he would pull off the road at the half-way point for a swim in Lake Michigan. Winter driving was an ordeal you couldn't



escape—in an old King Ziegler at 18 miles an hour top speed.

The special seat was presented by Tony Consantino (left), representing O. K. Motor Service. In the center is Robert Edmonds of White Motor Co.

Employer Doesn't Like Democracy in Unions

A top Douglas Aircraft Corp. official thinks there is "too damn much democracy" in unions.

The complaint came during Douglas negotiations with the International Association of Machinists. The union had said that because of time consumed in election procedures, the company should not move an elected chairman from one shop which elected him to another shop.

J. C. Counts, chief company negotiator, suggested solving the problem by having the chairmen appointed instead of elected. The IAM turned down the proposal.

After the meeting, Counts was quoted as saying: "You cannot run an effective business by asking stockholders to vote on day-to-day decisions. Unions operate a business and should operate in a business-like fashion. Officials are paid to exert leadership, and they shouldn't hide behind democratic processes in decision making."

First Pension Checks



The first four pension checks under the Local 820 Armored Car Industry Pension Fund in New York City were awarded recently to four charter members of the local: Henry G. Miller, John A. Brady, Robert J. Murdock, and William Himmel. Brothers Miller, Brady, and Murdock are shown above, seated (left to right). Others in the photo are union and employer trustees of the fund. From left, they are: S. J. McLaughlin, local vice president; C. E. Galston, employer trustee; Edward F. Wilson, local secretary-treasurer; Leo Dolan, local president; Hugh E. Sheridan, impartial chairman; W. H. Beecroft, employer trustee; Thomas Donahue, employer trustee; M. T. O'Brien, local recording secretary; and M. A. Thompson, employer trustee.

Brother Himmel was absent when the picture was taken.



LAUGH LOAD

Just Forgot

An absent-minded railroader called on his old friend, the family doctor. They chatted for a couple of hours. As the railman rose to go, the doctor asked, "Family all well, I suppose?"

"Good Heavens!" exclaimed his visitor, "that reminds me. My wife's having a fit."

Short Count

Money may talk, but today's dollar doesn't have cents enough to say very much.

A visitor to a hillbilly region rapped at a door and asked to buy some "corn likker."

"What kind do you want," asked the mountaineer, "courtin' likker or fighting likker?"

Double Talk

An explanation of some of the more subtle meanings of the language used in official communications:

"You will show him every courtesy" means his uncle is a general.

"You will take necessary action" means it's your headache now.

"You will remember" means I have forgotten.

"For immediate action" means do something quick, before we both get in trouble.

Needs Help

While attending a banquet, a clumsy waiter dropped a bowl of hot soup into the lap of a bishop. The clergyman glanced around with a look of agony, finally exclaiming: "Will some layman please say something appropriate."

The mayor of a flooded town asked its citizens not to engage in "unnecessary kissing." It is the consensus that all kissing is unnecessary, in that kissing is not a necessity, but a decided luxury.

Worth the Price

"That's a stiff price for potatoes!" exclaimed a woman to a grocer.

"They're very rich in starch, madam," he replied.

Putting On a Front

Mrs. McTavish looked out the window as the family was going in to dinner and wailed, "Och, Jon, here comes company, and I bet they haven't eaten yet."

"Quick!" ordered the Scotsman. "Everybody out on the porch with toothpicks."

Lots of Rests

"Mary, you should be doing your piano lessons."

"I am, Mummy. I'm practicing the rests."

Today's lesson in etiquette: Don't try to make your guests feel at home. If they wanted to feel at home, they would have stayed there.

Druggist: "Well, Tim, did that mud-pack I suggested improve your wife's appearance?"

Tim: "It did for a couple of days but then it wore off."

Women like to gossip because it gives them something to talk about while talking.

When a man seeks your advice he generally wants your praise.—Chesterfield

A modern girl's bathing suit is real cool because most of it is real gone.

A Compliment

They had not met for some time. "And you say that last week you were in the town where I live?" she inquired. "Yes."

"And you thought of me, John?"

"I did," replied John. "I said to myself, 'Why, isn't this where what's-her-name lives?'"

The older generation thought nothing of getting up at 5 o'clock in the morning—and the younger generation doesn't think so much of it either.

A farmer came home with a new wife, some 40 years his junior. Later he asked his eldest hired hand what he thought of her. The old man shook his head slowly. "Well, she's a mighty purty young lady, all right."

"Then what seems to be the trouble?"

"Oh, there ain't no trouble, Boss, it's just that I hate to see a man start out on a day's work, so late in the afternoon."

Who Wouldn't?

Testifying in court, the plaintiff who was suing the railroad braced himself stiffly in the witness box as the defense counsel started cross-examination.

"You say you were hurt in the accident?" the attorney asked.

"That's right," the witness said.

"Then, at the time of the accident, when you were asked if you were injured," pursued the attorney, "why did you say that you weren't?"

The witness shuffled his feet. "It's like this," he said. "Me and my horse and wagon, we didn't see no train coming so we started across the tracks. Next thing you know there's this train and we're knocked in the ditch. You never saw such a mess. I'm flat on my back with my feet up in the air, my horse is the same way, and the wagon is upside down."

Interrupted the lawyer: "But when the engineer asked you how you were, you said 'okay'."

"First things first," replied the witness. "The engineer comes over and sees the horse's leg is broken, so he goes and gets a gun and shoots the horse. And then he comes over to me and asks if I'm hurt. Sure, I told him I was okay."

First Thought

The teacher was trying to make Elsie understand subtraction and she said, "You have ten fingers, now supposing there were three missing, what would you have then?"

"No music lessons," said Elsie promptly.

After a visit to an old friend in the hospital, novelist Irwin Shaw took the patient's lovely nurse aside and said, "Give me the real lowdown. Is he making any progress?"

"None at all," replied the nurse decisively. "He's not my type."

Sales Agent: "Sir, I have something here which will make you popular, make your life happier, and bring you a host of friends."

Maintenance Superintendent: "I'll take a couple of fifths."

Hate to Tell You

A Texan passed away and upon arriving at the gates of his eternal home, remarked, "Gee, I never thought heaven would be so much like Texas."

"Son," said the man at the gate sadly, "this ain't heaven."

FIFTY YEARS AGO

in Our Magazine

(From *Teamsters' Magazine*, August, 1908)

Gompers Urges Equality

Editor's Note—An editorial in the August, 1908, issue of our magazine by Samuel Gompers describes some of the campaigns then being advanced against organized labor. In the selected excerpts from the Gompers' editorial reprinted below, one may see that, as they say on a currently popular TV show, the tactics remain the same and "only the names have been changed."

SO CONGRESS has adjourned; it has turned a deaf ear to labor's appeal for relief from the most tyrannous and intolerable situation in which the workers have been placed in a century. The protest which the great conference of the officers and other representatives of the laborers' and farmers' organizations presented to Congress has been ignored, so contemptuously ignored that even those of them who were primarily responsible for the course pursued, themselves were astounded at their own audacity, so brazen was their conduct.

The abuse of the beneficent writ of injunction was presented not only to past Congresses, but to the consideration of the one just adjourned. Labor did not and does not ask for special privileges, nor, as some mischievously and untruthfully assert, does it ask or expect to become "a privileged class of wrongdoers." In labor's bill on injunctions we would

reestablish the fundamental principles upon which the equity power of the courts is based.

Labor insists, and has the right to demand, that workmen shall have the full guaranty of equality before the law, to be regarded and treated as every other citizen of our common country and to have equally the guarantees of constitutional, statutory, and natural rights applied to all; not one process of law to one class of citizens and another wholly unwarrantable process to workmen, and not even to workmen unless they are engaged in a dispute with their employers. Even this modicum of justice which labor asked at the hands of Congress was completely and without ceremony refused.

There is impending a great campaign—a campaign and election for members of Congress as well as the presidency of the United States, and other executive, legislative and judicial offices.

The workers, the liberty-loving public, will stand faithfully by our friends and elect them. They will oppose their enemies and defeat them, whether these aspirants for office be candidates for the presidency, for Congress, or for other offices within the gift of the people.

The workers have pleaded, appealed and besought the powers responsible, but all in vain. Labor will take no fair weather promises as a substitute for performances.

Those who will not recognize human rights, human freedom, above the rights of property, must go before the hosts of living, human, breathing men, who demand their fullest rights under the Republic of Washington, Jefferson, and Lincoln.

Man vs. Machine

Although automation, as we know it today, was a long way off, a contributor to our Magazine had cause to complain about how workers were losing their individuality to the machine.

He says: "Modern methods are rendering work less pleasant than it ever was before. It was unquestionably pleasant for the shoemaker to finish a pair of boots, to look at them after they were

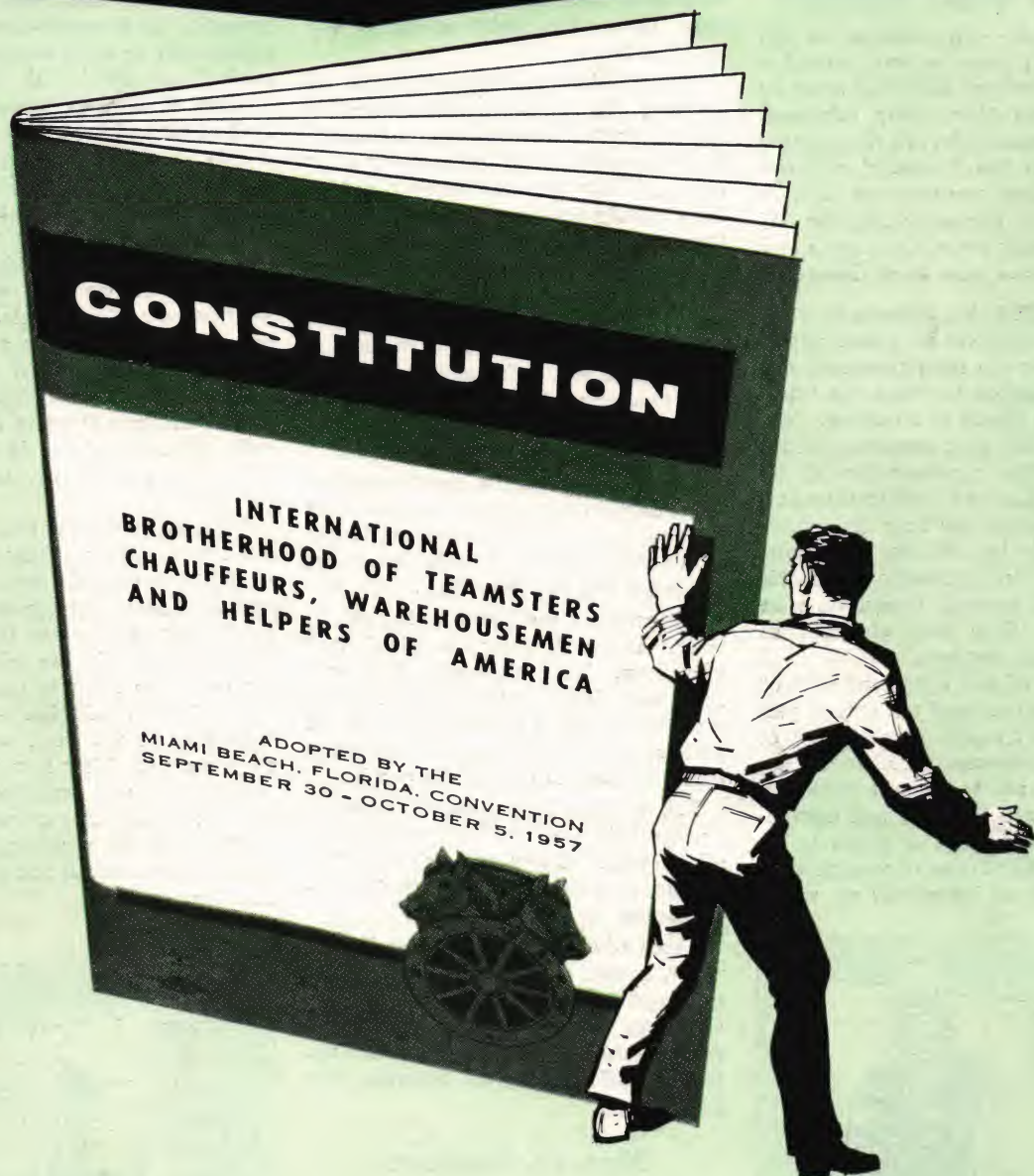
finished, and to contemplate what he had wrought. Or a wagon—how the wagon-maker used to stand off and look at his product and admire it! He had daily watched it develop beneath his hand. He had cut and carved it, and hammered it into shape, and perhaps daubed the paint upon it. It was all his work, and in building the wagon he unquestionably took keen delight. But what pleasure can now come from making the heel of a boot? For one man makes only the smallest part of an article. What pride can a workman take in a wagon when all he has to do with it is to hammer nails into a particular shaped piece of timber and pass it on to another, or to weld one kind of tire in one way day after day, and by the aid of a trip-hammer?

"Modern methods are reducing all work to drudgery. Only the organizer of the force can take any especial pride in the product. He can find consolation in the fact that he has directed wisely. The output is his, the sales are due to his energy in securing competent salesmen. But the individuals—what interest have they in the work save the wages they receive? How is a man going to find pleasure and exultation in his work when it consists only of cutting a groove in the head of a screw, or rather in feeding bits of metal into a machine that cuts the groove."



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